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# DOORWAYS II



## Community Counselor Reference Materials

On School-Related Gender-Based Violence Prevention and Response

# Doorways II: Community Counselor Reference Materials On School-Related Gender-Based Violence Prevention and Response

United States Agency for International Development  
Office of Women in Development  
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**DISCLAIMER:**

The authors' views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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# LIST OF ABBREVIATIONS

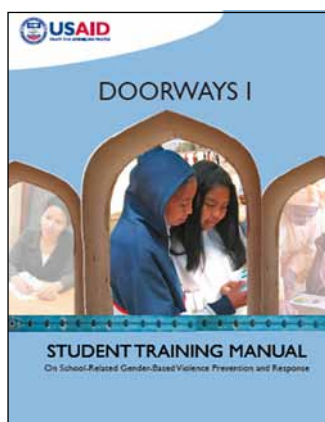
<b>AIDS</b>	Acquired immunodeficiency syndrome
<b>CoC</b>	Code of Conduct
<b>CRC</b>	Convention on the Rights of the Child
<b>CRIN</b>	Child Rights Information Network
<b>DEVTECH</b>	DevTech Systems, Inc.
<b>EI</b>	Education International
<b>GBV</b>	Gender-based violence
<b>HIV</b>	Human immunodeficiency virus
<b>ILO</b>	International Labor Organization
<b>NGO</b>	Non-governmental organization
<b>SRGBV</b>	School-related gender-based violence
<b>STI</b>	Sexually transmitted infection
<b>UDHR</b>	Universal Declaration of Human Rights
<b>UN</b>	United Nations
<b>UNESCO</b>	United Nations Educational, scientific and Cultural Organization
<b>UNICEF</b>	United Nations Children’s Fund
<b>USAID</b>	U.S. Agency for International Development
<b>WHO</b>	World Health Organization



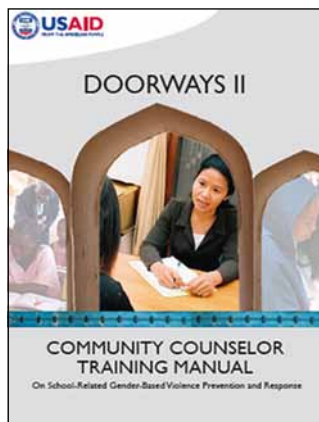
# INTRODUCTION

The Doorways training program was designed by the U.S. Agency for International Development (USAID)-funded Safe Schools Program (Safe Schools) to enable teachers, community members and students to prevent and respond to school-related gender-based violence (SRGBV). Violence in and around schools is a world-wide problem with serious implications for the educational attainment, health and well-being of all children. The physical, sexual and psychological abuse suffered by both girls and boys at the hands of teachers, classmates and others drives children out of school and can leave long-lasting scars invisible to the eye.

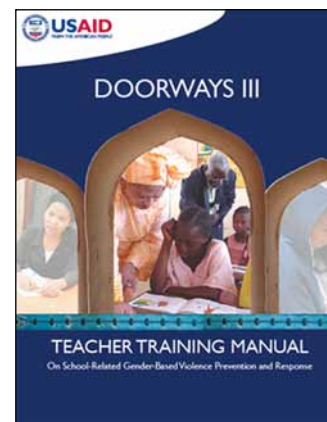
There are three manuals in the Doorways program:



**Doorways I:** Student Training Manual on School-Related Gender-Based Violence Prevention and Response



**Doorways II:** Community Counselor Training Manual on School-Related Gender-Based Violence Prevention and Response



**Doorways III:** Teacher Training Manual on School-Related Gender-Based Violence Prevention and Response

This booklet, ***Doorways II: Community Counselor Reference Materials on School-Related Gender-Based Violence Prevention and Response***, was designed for participants attending the Doorways II training program. It is to be used during the training for session activities. The booklet is also a resource community counselors can refer back to as they seek to put into practice the new information and skills gained from the Doorways training program.





# 1

## MODULE I: INTRODUCTION

### Session 2: Activity I

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#### **GOAL AND OBJECTIVES OF THE COMMUNITY COUNSELOR TRAINING PROGRAM**

##### ***Goal of the Community Counselor Training Program***

The overall goal of the training program is to provide community counselors with basic knowledge and skills to respond to young people who have experienced school-related gender-based violence (SRGBV).

##### ***Objectives of the Community Counselor Training Program***

By the end of this program, the participants will be able to:

1. Support the rights of young people.
2. Provide emotional support to young people.
3. Assist young people to report SRGBV incidents.
4. Refer young people who have experienced SRGBV to the medical, psychosocial, legal or safety services they may need.
5. Conduct follow-up with young people who have sought help.
6. Help young people who have been abused to plan for the future and be resilient.



**3****MODULE 3:  
GENDER****Session 1: Activity 2**

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**DEFINITIONS OF SEX AND GENDER****Definitions of Sex and Gender****Sex**

- Biological (male or female)
- Universal (factors are the same around the world)
- Born with
- Generally unchanging (with the exception of surgery)
- Does not vary between or within cultures

**Gender**

- Socially constructed roles, responsibilities and behaviors (masculine or feminine)
- Cultural
- Learned
- Changes over time
- Varies within and between cultures

## Session I: Activity 2

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### STATEMENTS FOR GENDER VERSUS SEX ACTIVITY

#### **Sample Statements:**

Example: Women give birth to babies; men do not.

1. Women give birth to babies; men do not.
2. Women can breast-feed babies; men can bottle-feed babies.
3. Women cook, clean the house and take care of the children. Men earn income through paying jobs outside of the home.
4. Women work in the fields.
5. Men make bricks and build houses.
6. Boys' voices change at puberty.
7. Women are soft-spoken and passive; men are assertive and strong.
8. Women are at greater risk for HIV infection than men.

**Note:** “Women are more susceptible than men to infection from HIV in any given heterosexual encounter, due to biological factors: the greater area of mucous membrane exposed during sex in women than in men; the greater quantity of fluids transferred from men to women; the higher viral content of male sexual fluids; and the micro-tears that can occur in vaginal (or rectal) tissue from sexual penetration. Gender norms might also have an impact on HIV transmission. For example, in many places, gender norms allow men to have more sexual partners than women, and encourage older men to have sexual relations with much younger women. In combination with the biological factors cited above, this means that, in most places where heterosexual sex is the main mode of HIV transmission, infection rates are much higher among young women than among young men.”<sup>1</sup>

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<sup>1</sup> WHO (World Health Organization), *Gender, Women and Health*; see Bibliography for full citation

# 4

## MODULE 4: VIOLENCE AND SCHOOL-RELATED GENDER-BASED VIOLENCE

### Session 1: Activity 2/Part 2

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#### EXAMPLES OF THREE TYPES OF VIOLENCE

##### 1. Psychological violence:

- Making threats
- Teasing
- Intimidation
- Insulting someone
- Bullying
- Humiliation
- Ignoring

##### 2. Physical violence:

- Holding
- Punching
- Restraining
- Kicking
- Hitting, including hitting with a switch or whip
- Shoving
- Throwing something at someone

##### 3. Sexual violence:

- Rape
- Defilement
- Indecent touching and exposure
- Sexually explicit language, including sexually suggestive remarks or offers

## Session I: Activity 3

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### EXAMPLES OF SRGBV

#### 1. Psychological:

Girls and boys both experience psychological abuse from peers and teachers through:

- Verbal harassment
- Verbal abuse related to puberty
- Bullying, teasing
- Abusive language from teachers
- Emotional manipulation and exploitation
- Labeling students lazy or stupid based on whether they are boys or girls

#### 2. Physical:

- Hitting
- Slapping
- Caning
- Punching
- Shaking
- Choking
- Painful body postures
- Excessive exercise drills
- Preventing use of the toilet
- Exploitive labor
  - School chores that negatively impact student learning or health
  - Labor as punishment

#### 3. Sexual:

- Rape
- Defilement
- Groping, touching, etc.
- Aiming sexually explicit language at a child
- Indecent touching and exposure
- Exposing pornographic material to children

## Session I: Activity 4

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### SCENARIOS FOR TYPES OF VIOLENCE THAT AFFECT YOUNG PEOPLE

#### Scenario 1

I am 12 years old and much bigger than most young people my age. I am tall and muscular and the older boys hang out with me because I am their size and I am good at football. I like the older boys because they are popular and they know all the older girls in the school.

Last month, an older girl approached me and said I was handsome and that if she weren't dating this other guy, Kweku, she would like me. I was so surprised by her comment and flattered, but I didn't say anything because I am shy around girls. The next day after school I was walking to the football field with all the guys when I noticed that we were taking a different route than usual. Also, the girl who told me I was handsome was walking with us, which was unusual. I didn't say anything to her because her boyfriend, Kweku, was also with us. He is very jealous and easily angered. After a while, out of nowhere, I felt someone jump on me and knock me to the ground. I could hear a girl screaming and I felt several fists on my head, back and face. I closed my eyes and hoped that I would live through this. At the end of the beating, Kweku kicked me in the face and told me to never talk to his girlfriend again or he would kill me. Kweku held his girlfriend up close to me so that she was looking right at my bloody face. I was crying and Kweku said to her, "Why would you talk to him? He is not even a man."

I couldn't go to school for a week because my face was swollen. I lied to my parents about what happened. I am so frightened that Kweku will kill me. I go to school alone and walk straight home after school. I also quit the football team because some of those guys were on the team. Every day they taunt me and say I am not really a man because I didn't fight back. I am so lonely and afraid.

#### Scenario 2

I walk the same way to school every day. It's the only way I can walk to school safely, because in the fields there are sometimes bandits and I am afraid to walk through the fields alone, especially when the crops are high. So, each day I walk past the bus depot and bar to get to school, and each day I am approached by an older man offering to buy me a drink. He says he'll buy me whatever I want and that a schoolgirl needs a special treat from time to time. One day he gave me a pretty perfume bottle, and I took it. Last week, he asked me to go on a walk with him after school. I said no, but every day he asks me the same thing, and he is getting more and more persistent. Sometimes he gets close to me, and it's hard for

me to get away from him without stepping into the traffic. Tomorrow, I am going to walk through the fields even though I am scared of the bandits, because I am also scared of the man who has been harassing me.

### **Scenario 3**

My name is Anna. My favorite subject is math. My math teacher has taken an interest in me because I am so smart. Last Tuesday, my teacher offered me extra tutoring if I agreed to carry his briefcase home for him. Honestly, I was uncomfortable with this, but I really don't want to anger the teacher of my favorite subject, so I agreed.

The first day he thanked me, but inappropriately brushed his hand against my breast when I left his yard. I was relieved that that was over and I didn't have to do it again. The next day, Wednesday, the teacher asked me again to carry his briefcase home. I agreed, but this time he pressured me into entering his home. When I said no, he started calling me rude and ungrateful for declining a cold drink. He was so angry that I finally agreed. Once inside, the teacher pulled me into his bedroom and forced himself on me. I tried to fight, but he told me that I was a stupid girl and threatened that if I screamed or told anyone he would fail me. After that, I ran all the way home, feeling sick and bruised. I feel so stupid and that what happened was my fault. The next day at school, all my friends made fun of me and called me the teacher's girlfriend. I am thinking about quitting school and going to live with my aunt in another village.

### **Scenario 4**

I am 14 years old. I was really close with one teacher and he always paid special attention to me in class. I would stay after school and talk about what was bothering me. I trusted him a lot, and he was nice to me. I confided in him, and he helped me talk things out. We both agreed that it would be nice if we had more time to talk so I went with him to his house, with my parent's permission. Eventually he told me he loved me and that I was special. We developed a sexual relationship. I have recently found out that he also had a sexual relationship with four other students, even younger than me. He was only using me for sex; he never loved me. I am embarrassed. I was so naïve and stupid. It is my fault because I trusted him. How can I tell my parents? They will say I brought this on myself. The other girls are not coming forward. Now, I see him talking to another girl in a lower class. I am sure she trusts him, too.

### **Scenario 5**

My name is Rashma. I would like to be a doctor or a teacher when I grow up. I really like school, but it is very hard for me to keep up with my studies. I get up at



4 a.m. every morning because I have to help my mother and sisters with the chores around the house. Sometimes I come to school late because my parents won't let me leave until I have finished all my house chores. When I come in late, my teacher makes me stand in front of the class and says very cruel things to me. One day he said to me, "You are stupid, why do you even come to school? You should go and try to find a husband!" Another day when I accidentally fell asleep in class, he said, "Maybe your head is falling because your breasts are becoming so large." It made me very mad when he said this, and everyone was laughing, but we are not allowed to speak back to our teachers. I really do not like this teacher or going to his class, but I have to pass his class so I can pass to the next level. Once I told a female teacher and she said, "You shouldn't worry, he is only joking with you." That did not make me feel better.

### **Scenario 6**

My name is Sam, and I really like school. My favorite classes are art and writing. Everyone makes fun of me and says I am "like a girl" because I don't like math and science. All my friends at school are girls. I like being around girls because in my house I am the youngest boy with six sisters. Boys are not fun to play with because they like to fight and pretend they are fighting in a war. When the other boys try to fight with me and I tell them I do not like to fight, they call me names like "sissy" and "coward." I like to study, but when I am at school I sometimes cry when the older and bigger boys pick on me. One day I was crying, and my teacher asked me why. When I told the teacher why I was crying, she said, "Well, you should quit acting like a girl and playing with girls." I don't understand why I shouldn't play with girls if we really have fun together.

### **Scenario 7**

My name is Muriel. I am very good in all my subjects at school. My teachers have told me that if I keep up my studies and don't fall behind, I will be able to get a scholarship and go to university in the capital.

When I told my father and my uncles, they laughed at me and said, "Why would a girl go to university when all she is going to do one day is get married and be a mother?" I would like to get married and have children, but after I go to university. I told my teacher I wanted to move to the advanced math class because the one I was in then was too easy. He told me it was not a good idea because I was a girl and said, "Girls are stupid in math; you should just take cooking classes." I do not understand why a girl can't take a better math class or think of going to university. It makes me very sad when I think that I will one day have to quit school before I am ready. Is it not possible to be a good wife and mother and go to university?

**Scenario 8**

My name is Kofi. I come from a very large family. Last year my mother passed away, and my father is the only adult at home. My father is often gone because he sells goods in the market. I am the oldest boy and have to help my father take care of my family. I get up very early in the morning to tend to our garden and to make sure all my brothers and sisters are properly fed. After I am sure that everyone is taken care of, I get ready for school, which is very far from my house. It takes me almost an hour to walk to school.

Sometimes when I arrive at school, I am already very tired because I have been working since before the sun came up. My teacher tells me I am a very strong boy, and he often makes me go do work in the fields at school, which causes me to miss some of the lessons. When I am present in class, I realize I have fallen behind because I missed the previous lesson. I do not want to go to school to do more work, I want to go to school to learn. How can I tell my teacher that I don't want to miss the lesson or work in his garden and that I want to stay in the classroom and learn?

## Session 2: Activity 4

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### SCENARIOS RELATED TO POWER, USE OF FORCE AND CONSENT

#### Scenario 1

Fatima comes from a very traditional family. She is 16 and does very well in school. She has always dreamed of becoming a doctor, and her teachers have told her about scholarship opportunities if she keeps up her studies. She has decided to tell her father that she wishes to apply for scholarships to study in the capital. The same day she comes home from school to speak to her father, he tells her he has arranged for her to marry a very wealthy man from the next village, and she will have to discontinue her studies. Fatima has never met the man, and she does not wish to get married, but she respects her father and was raised to not disagree with her parents. Although she is very sad, she agrees to marry the man and is forced to drop out of school.

- Does Fatima give her consent to the marriage?
- Was any force used in this incident?
- Who has the power in this situation?
- What kind of power does the father have?
- What kind of power does the daughter have?
- How does power relate to choice in this example?
- What advice would you give Fatima?
- What advice would you give her father?
- Does this happen in your community?

#### Scenario 2

Aisha has just turned 14. She has noticed that many of the boys and men, including her teacher, have begun to look at her differently. Aisha is a good student, but it is very difficult for her to keep up her studies because her father is away working in the capital, and her mother is sick. Every day when Aisha comes home from school, she has to cook, clean and take care of her younger siblings. Aisha has just found out that her school fees are due, and she must purchase a new math book. One day as she is walking home from school, a man in a very nice car pulls up next to her and offers her a ride home. She gets in the car because the man looks nice and must have a lot of money. While in the car, the man begins to rub her leg in a way that makes her uncomfortable. He then tells her he would be happy to give her a little money in exchange for a few favors that she might do for him. He tells her it is OK and that all girls her age enjoy these favors. She does not want to do these things with this man, but a little extra money would help her with her school fees and assist her family.

- Was any force used in this situation?
- Who has the power in this situation?
- What kind of power does the man have?
- What kind of power does the girl have?
- What advice would you give to Aisha?
- What advice would you give to the man?
- Does this happen to girls you know?

### Scenario 3

Mrs. Hernandez is a teacher at a primary school and often has morning duty to monitor the students while they are playing outside before school. She notices that the boys and girls play separately, which is normal at this grade level. One of the girls is older and much larger than the other girls. She is always with a group of girls and picks on the younger girls. One day, Mrs. Hernandez notices that they are being very cruel to a smaller girl, some are running up and pinching her breasts and she is crying. They are calling her names and teasing her. Mrs. Hernandez can tell that the smaller girl is upset, but she thinks this sort of teasing is normal so she leaves the girls alone.

- Is force being used in this situation?
- Who has the power in this situation?
- What kind of power does the older/bigger girl have?
- What kind of power does the smaller girl have?
- What advice would you give to the smaller girl?
- What advice would you give to the larger girl?
- What advice would you give to the teacher?
- Does this scenario happen in schools?

### Scenario 4

Mr. Smith, the math teacher, lives in a very small village far away from his family. He has been sent by the ministry to teach for two years in a rural area. He does not make a lot of money and can't afford to hire someone to help him in his house. He feels that having students do chores for him is one of the benefits of teaching so far from home. He believes that girls are not very good at math, so during math class he often picks two of his female students to go to his house and clean it for him. The girls have never said they have minded doing the chores, but he notices that they always look tired, and his colleagues have said the girls have begun to do poorly in their other subjects.

- Is force being used in this situation?
- Who has the power in this situation?
- What kind of power does the teacher have?
- What kind of power do the students have?

- What advice would you give the students?
- What advice would you give the teacher?
- Does this scenario happen in schools?

### Scenario 5

Thomas is always late for class. No matter what he does to try to get there on time, his mother always has him do something around the house before he leaves for school, and it makes him late. Sometimes he doesn't even want to go to school because of the punishment he receives from his teacher. She makes him stand in front of the class, and she twists his ear until it makes him cry. The teacher does this to most of the boys and says it will make them men.

- Is force being used in this situation?  
*Note to facilitator: The teacher is using **force**, but not necessarily **forcing** him to do something against his will.*
- Who has the power in this situation?
- What kind of power does the teacher have?
- What kind of power does the student have?
- What advice would you give the student?
- What advice would you give the teacher?
- Does this scenario happen in schools?

### Scenario 6

Gloria is 12 years old and really enjoys school. Lately, she has been having trouble in science, and her teacher has offered to give her extra help. One day she stays after school, and the teacher grabs her breast and tells her she is turning into a beautiful young woman. Gloria feels very uncomfortable, but is afraid to speak up against the teacher. She decides she will fail science rather than ask this teacher or any other teacher for help again.

- Is force being used in this situation?
- Who has the power in this situation?
- What kind of power does the teacher have?
- What kind of power does the student have?
- What advice would you give the student?
- What advice would you give the teacher?
- Does this scenario happen in schools?



## 5

MODULE 5:  
HUMAN RIGHTS**Session I: Activity I**

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**SIMPLIFIED VERSION OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS<sup>2</sup>****Summary of Preamble**

The General Assembly recognizes that the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world. Human rights should be protected by the rule of law, and friendly relations between nations must be fostered. The peoples of the UN have affirmed their faith in human rights, the dignity and worth of the human person, and the equal rights of men and women. They are determined to promote social progress, better standards of life and larger freedom and have promised to promote human rights and a common understanding of these rights.

**Summary of the Universal Declaration of Human Rights**

**Article 1:** Everyone is free, and we should all be treated in the same way.

**Article 2:** Everyone is equal despite differences, such as skin color, sex, religion or language.

**Article 3:** Everyone has the right to life and to live in freedom and safety.

**Article 4:** No one shall be held in slavery and slavery is prohibited.

**Article 5:** No one has the right to hurt or torture another person.

**Article 6:** Everyone has the right to be treated equally by the law.

**Article 7:** The law is the same for everyone; it should be applied in the same way to all.

<sup>2</sup> Adapted from Human Rights Education Associates (HREA), *Simplified Version of the Universal Declaration of Human Rights*; see Bibliography for full citation.

**Article 8:** Everyone has the right to ask for legal help when his or her rights are not respected.

**Article 9:** No one has the right to imprison someone unjustly or expel someone from his/her own country.

**Article 10:** Everyone has the right to a fair and public trial.

**Article 11:** Everyone is considered innocent until guilt is proved.

**Article 12:** Everyone has the right to ask for help if someone tries to harm them, but no one can enter their home, open their letters or bother them or their family without a good reason.

**Article 13:** Everyone has the right to travel as desired.

**Article 14:** Everyone has the right to go to another country and ask for protection if being persecuted or in danger of being persecuted.

**Article 15:** Everyone has the right to belong to a country. No one has the right to prevent a person from belonging to another country if she or he wishes to.

**Article 16:** Everyone has the right to marry and have a family.

**Article 17:** Everyone has the right to own property and possessions.

**Article 18:** Everyone has the right to practice and observe all aspects of his or her own religion and change his or her religion if he or she wants to.

**Article 19:** Everyone has the right to say what he or she thinks and to give and receive information.

**Article 20:** Everyone has the right to take part in meetings and to join associations in a peaceful way.

**Article 21:** Everyone has the right to help choose and take part in the government of his or her country.

**Article 22:** Everyone has the right to social security and to opportunities to develop skills.



**Article 23:** Everyone has the right to work for a fair wage in a safe environment and to join a trade union.

**Article 24:** Everyone has the right to rest and leisure.

**Article 25:** Everyone has the right to an adequate standard of living and to medical help when ill.

**Article 26:** Everyone has the right to go to school.

**Article 27:** Everyone has the right to share in his or her community's cultural life.

**Article 28:** Everyone must respect the 'social order' that is necessary for all of these rights to be available.

**Article 29:** Everyone must respect the rights of others, the community and public property.

**Article 30:** No one has the right to take away any of the rights in this declaration.

## Session 2: Activity I

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### SUMMARY OF THE UN CONVENTION ON THE RIGHTS OF THE CHILD (CRC)<sup>3</sup>

#### What...

“Rights” are things every child should have or be able to do. All children have the same rights. These rights are listed in the UN Convention on the Rights of the Child. Almost every country has agreed to these rights. All the rights are connected to each other, and all are equally important.

Think about rights in terms of what is the best for children in a situation and what is critical to life and protection from harm. As children grow, they have more responsibility to make choices and exercise their rights.

#### Responsibilities...

Children’s rights are a special case because many of the rights laid down in the Convention on the Rights of the Child have to be provided by adults or the state. However, the Convention also refers to the responsibilities of children, in particular to respect the rights of others, especially their parents (Article 29).

#### Here are some suggestions of the responsibilities that could accompany rights...

- All children, regardless of their sex, ethnic origin, social status, language, age, nationality or religion have these rights. They also have a responsibility to respect each other in a humane way.
- Children have a right to be protected from conflict, cruelty, exploitation and neglect. They also have a responsibility not to bully or harm each other.
- Children have a right to a clean environment. They also have a responsibility to do what they can to look after their environment.

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<sup>3</sup> Adapted from UNICEF, *Fact Sheet: A Summary of the Rights Under the Convention on the Rights of the Child*; see Bibliography for full citation.

## THE CRC ARTICLES...

**Article 1:** Everyone under 18 has these rights.

**Article 2:** All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability or whether they are rich or poor. No child should be treated unfairly on any basis.

**Article 3:** All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children.

**Article 4:** The government has a responsibility to make sure children's rights are protected. They must help families protect children's rights and create an environment where children can grow and reach their potential.

**Article 5:** Children's families have the responsibility to help children learn to exercise their rights and to ensure that their rights are protected.

**Article 6:** Children have the right to be alive.

**Article 7:** Children have the right to a name, and this should be officially recognized by the government. Children have the right to a nationality (to belong to a country).

**Article 8:** Children have the right to an identity—an official record of who they are. No one should take this away from them.

**Article 9:** Children have the right to live with their parent(s), unless it is bad for them. They have the right to live with a family who cares for them.

**Article 10:** If children live in a different country than their parents do, they have the right to be together in the same place.

**Article 11:** Children have the right to be protected from kidnapping.

**Article 12:** Children have the right to give their opinions and for adults to listen and take them seriously.

**Article 13:** Children have the right to share what they think with others, by talking, drawing, writing or in any other way, unless it harms other people.

**Article 14:** Children have the right to choose their own religion and beliefs. Their parents should help them decide what is right and wrong and what is best for them.

**Article 15:** Children have the right to choose their own friends and join or set up groups, as long as it isn't harmful to others.

**Article 16:** Children have the right to privacy.

**Article 17:** Children have the right to get information that is important to their well-being, from the radio, newspapers, books, computers and other sources. Adults should make sure that the information they are getting is not harmful, and help them find and understand the information they need.

**Article 18:** Children have the right to be raised by their parent(s), if possible.

**Article 19:** Children have the right to be protected from being hurt and mistreated, in body or mind.

**Article 20:** Children have the right to special care and help if they cannot live with their parents.

**Article 21:** Children have the right to care and protection if they are adopted or in foster care.

**Article 22:** Children have the right to special protection and help if they are refugees (if they have been forced to leave their home and live in another country), as well as all the rights in this Convention.

**Article 23:** Children have the right to special education and care if they have a disability, as well as all the rights in this Convention, so that they can live a full life.

**Article 24:** Children have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment and information to help them stay well.

**Article 25:** If children live in foster care or in other situations away from home, they have the right to have these living arrangements looked at regularly to see if they are the most appropriate.

**Article 26:** Children have the right to help from the government if they are poor or in need.

**Article 27:** Children have the right to a standard of living that meets their basic needs. Government should help families provide this, especially regarding food, clothing and housing.

**Article 28:** Children have the right to a good quality education. Children should be encouraged to go to school to the highest level they can. Discipline in schools should respect children’s dignity. Governments must ensure that school administrators review their discipline policies and eliminate any discipline practices involving physical or mental violence, abuse or neglect.

**Article 29:** Children’s education should help them use and develop their talents and abilities. It should also help them learn to live peacefully, protect the environment and respect other people. Children also have a responsibility to respect the rights of their parents, and education should aim to develop respect for the values and culture of their parents.

**Article 30:** Children have the right to practice their own culture, language and religion—or any they choose. Minority and indigenous groups need special protection of this right.

**Article 31:** Children have the right to play and rest.

**Article 32:** Children have the right to protection from work that harms them and is bad for their health and education. If they work, they have the right to be safe and paid fairly. Children’s work should not interfere with any of their other rights, such as a right to an education and play.

**Article 33:** Children have the right to protection from harmful drugs and from the drug trade.

**Article 34:** Children have the right to be free from sexual abuse and exploitation.

**Article 35:** No one is allowed to kidnap or sell children.

**Article 36:** Children have the right to protection from any kind of exploitation (being taken advantage of).

**Article 37:** No one is allowed to punish children in a cruel or harmful way.

**Article 38:** Children have the right to protection and freedom from war. Children under 15 cannot be forced to go into the army or take part in war.

**Article 39:** Children have the right to help if they have been hurt, neglected or badly treated.

**Article 40:** Children have the right to legal help and fair treatment in the justice system that respects their rights.

**Article 41:** If the laws of their country provide better protection of children's rights than the articles in this Convention, those laws should apply.

**Article 42:** Children have the right to know their rights! Adults should know about these rights and help them learn about them, too.

**Articles 43 to 54:** These articles explain how governments and international organizations will work to ensure children are protected with children's rights.

## Session 2: Activity 1, continued

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### CHILDREN'S RIGHTS

- 1. The right to an education.** Children have the right to go to school and get an education. They should be encouraged to go to school to the highest level possible.
- 2. The right to be protected from harmful practices.** Some traditional practices are bad for children's health and against their rights, such as early and forced marriage or someone forcing them to have sex against their will. Children have a right to know about the danger of such practices and to be protected from them.
- 3. The right to be as healthy as possible and to be able to access the best possible health care services.** Children have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment and information to help them stay well.
- 4. The right to privacy and confidentiality.** If children tell a medical person or teacher something that they don't want anyone else to know, their privacy should be respected. However, if they have been abused, adults may have a duty to inform others who can protect them.
- 5. The right to freedom from abuse and exploitation.** No one, including parents, relatives or teachers, should physically, sexually or mentally abuse children. The government should make sure that children are protected from abuse and must take action if they experience violence or abuse.
- 6. The right to take part in important decisions that affect your life.** When decisions are made about their lives, children have a right to take part in making those decisions. Their feelings and opinions should be listened to and taken into consideration.
- 7. The right to freedom of association.** Children have the right to meet friends and form groups to express ideas, as long as no laws are broken. They have a right to ask publicly for their rights to be met. Some ways of doing this include meeting with their friends and discussing issues or forming groups.
- 8. The right to freedom of expression.** Children have the right to think and believe what they like, as long as it does not harm anyone else. They have a right to form their own views.

## Session 3: Activity I

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### SCENARIOS FOR VIOLATION OF CHILDREN'S RIGHTS

#### Scenario 1

Richard is a student in grade 5. He seems to enjoy school, but he is not doing very well in most subjects. He is very quiet and sits at the back of the classroom. The teacher thinks he is not very smart, so when the other students are playing during a break and sometimes even during class, the teacher sends Richard out to the schoolyard to dig a pit for a latrine. Sometimes it is very hot outside, and Richard does not have protection from the sun or any water to drink. When someone asks the teacher why he always sends Richard out of the classroom, the teacher replies, "Oh, he is a stupid boy, he shouldn't be in school anyway."

#### Scenario 2

Gloria is 12 years old and really enjoys school. Lately, she has been having trouble in math and her teacher has offered to give her extra help. One day she stays after school and the teacher grabs her breast and tells her she is turning into a beautiful young woman. Gloria feels very uncomfortable but is afraid to speak up against the teacher. She decides she will fail math rather than ask this teacher or any other teacher for help again.

#### Scenario 3

Mary and her twin brother, Larry, are both due to start grade 2 next year. Their mother has been ill and needs one of the children to stay home and help with the household chores. The family can only afford to send one child to school and must choose whom to send. They decide to let Larry continue on to grade 2 and have Mary stay home. Her parents decide it is better for Mary to learn to be a good wife and mother, because that is her role in life.

#### Scenario 4

Thomas is always late for class. He works late at night, sometimes until 1 or 2 a.m., making bricks in a factory to help support his family and pay for his school fees. Sometimes when Thomas gets home from work, he is too tired to do his homework. As soon as school is over, he goes straight to his job and never has the opportunity to play sports with the other children in his village. Sometimes he doesn't even want to go to school because the punishment he receives from his teacher is so harsh. She makes him stand in front of the class, and she twists his ear until it makes him cry. The teacher does this to most of the boys and says it will make them men.



## Session 3: Activity 2

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### ALPHA'S STORY

Alpha is a very energetic student. He is very talented, smart and a great athlete. Ever since he was little he has had a very hard time keeping still or keeping quiet. He is the love of his grandmother because he reminds her of his father (her son) at that age. Her son grew up to be a very successful merchant and often gives her money.

Yesterday, Alpha came home from school walking very slowly with his head looking down at the ground. He did not have a dance in his walk, nor was he saying hello to all the neighbors as he usually does. His neighbor, Mrs. Uchere, asked him what was wrong. He explained that he was caned for talking in class. She noticed his bruised legs. She felt bad for him and remembered her own punishment back when she was in school.

Alpha later saw his Auntie Rose, and he told her everything. Apparently, he was talking in class and without warning the teacher began to beat him. The teacher said she was sick and tired of Alpha disrespecting her. Auntie Rose told Alpha that she was sorry for him, but the teachers and administrators knew what they were doing and it was not her place to argue with them.

Later that night, Alpha developed a fever and was too sore to eat dinner. His father knew that because he was from a minority tribe and he was not educated, his word would have no influence in the school. His father felt very sad, but helpless.

When Alpha's grandmother found out, she wanted to do something, but she felt his school was more important. If she talked to the school administrator, Alpha might face more punishment. She wanted Alpha to finish school, unlike her son, Alpha's father.



# 6

## MODULE 6: COMMUNITY COUNSELORS

### Session I: Activity I

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#### QUALITIES OF AN EFFECTIVE COMMUNITY COUNSELOR

- Empathy – Genuinely trying to put yourself in the victim’s/young person’s position. It is not pity or sympathy.
- Respect – Taking all actions guided by respect for the choices, wishes, rights and dignity of the victim/young person.
- Non-judgment – Providing support, positive regard and assistance to any and all people regardless of your values, attitudes or beliefs.
- Confidentiality – Respecting the privacy of an individual. Sharing information (not details) with relevant people and only with the permission of the victim/young person. Sharing only necessary and relevant information. Names should be protected.
- Safety – Ensuring the safety of the victim/young person is the number one priority for all adults and helpers, at all times.
- Participation – Involving the victim/young person in the decision-making, planning and implementation of programs, services and other decisions that are related to his or her situation.
- Caring – Providing understanding, positive regard, support and encouragement for the victim/young person.

## Session I: Activity 2

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### AMINA'S STORY

*My name is Amina and I am 14 years old. I was really close with one teacher and he always paid special attention to me in class. I would stay after school and talk about what was bothering me. I trusted him a lot, and he was nice to me. I confided in him, and he helped me talk things out. We both agreed that it would be nice if we had more time to talk so I went with him to his house, with my parents' permission.*

*Eventually he told me he loved me and that I was special. We developed a sexual relationship. I have recently found out that he also had a sexual relationship with four other students, even younger than me. He was only using me for sex; he never loved me. I am embarrassed. I was so naïve and stupid. It is my fault because I trusted him. How can I tell my parents? They will say I brought this on myself. The other girls are not coming forward. Now, I see him talking to another girl in a lower class. I am sure she trusts him, too.*

Amina began having trouble concentrating in school and her grades began to drop. She was very nervous about telling anyone what happened with her teacher but decided to get help by telling one of her female teachers what happened. When Amina walked into the female teacher's classroom, the teacher was talking on the phone. Amina waited patiently, but the teacher continued talking without even acknowledging her presence. The teacher finally got off the phone and asked Amina what she wanted. She told her she was in a hurry and had to get home to her family. The teacher began to complain about the difficult day she had and how her students had become disobedient.

Amina told the teacher what happened with the other teacher. The teacher looked at Amina and asked her why she had gone to the teacher's house in the first place. The teacher told Amina she should have never gone to his house and her parents shouldn't have let her go, either. The teacher told her that particular teacher was known for preying on his young female students and she should have known better. She advised her to forget that it had ever happened and not to mention it to her parents. She told Amina everything would be fine and she would eventually forget about the incident.

## Session I: Activity 3

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### THE ROLE OF THE COMMUNITY COUNSELOR

- Provide emotional support to students. This means providing immediate help to students by listening and showing concern for the problem.
- Refer students who have experienced violence or abuse to the medical, psychosocial or legal services they may need.
- Assist a student in reporting violence.
- Monitor the student's progress by keeping in contact with the student or following up with the student.

## Session 2: Activity 2

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### **BASIC LISTENING SKILLS**<sup>4</sup>

1. Clear your mind and pay attention to what the person is telling you. Try not to rehearse or think about what you are going to say in response.
2. Do not cut the person off. Do not interrupt. Allow him or her to finish.
3. Allow natural silence. Do not feel you have to fill silence with your questions or advice. Silence will allow the person time to think and formulate thoughts.
4. Let the person know you are listening through verbal encouragers (e.g., “uh-huh,” “yes” or “I see”).
5. Let the person know you are listening through nonverbal gestures:
  - Face the speaker.
  - Nod your head.
  - Display an open posture.
  - Keep an appropriate distance.
  - Make frequent and friendly eye contact.
  - Appear calm and relaxed.

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<sup>4</sup> Adapted from Family Health International (FHI), *HIV Voluntary Counseling and Testing: Skills Training Curriculum Facilitator’s Guide*; see Bibliography for full citation.

## Session 3: Activity I

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### ACTIVE LISTENING SKILLS<sup>5</sup>

#### 1. Reflect:

- a. Name the situation and feelings that the young person is expressing to you back to him or her.
- b. Capture exactly what the young person has told you. This requires very effective passive listening skills.

**2. Paraphrase:** This skill can be explained in two parts. Feedback is an integral part of effective paraphrasing. The skilled communicator can elicit such feedback (both verbally and nonverbally) without explicitly asking a question. Paraphrasing does not add any new perspective or interpretation beyond what the student said.

#### a. Reword

Restate (in your own words) what the young person tells you in a way that demonstrates that you understood it. This is a very effective skill, particularly when a young person expresses a lot of feelings and content.

#### b. Give Feedback

Always ask the person, in some way, if you heard him or her correctly.

**3. Assess and Explore:** This involves gathering more information from the person. Ways of assessing and exploring involve the following:

- a. **Open-Ended Questions:** These are questions that call for more than a “yes” or “no” answer. They encourage the person to open up and share more and to think about his or her feelings, situation and options—e.g., “Tell me more about that,” “What are you most afraid of?” or “What would you like to happen as a result of your coming to me?”
- b. **Understanding and Seeking Clarification:** This involves digging through information or statements to make sure you understand correctly. It is most often used when a person says something that is not clear. For example, if a young person says “I just want out,” you will not know what that means unless you ask what the person means by “I just want out.”

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<sup>5</sup> Adapted from Family Health International (FHI), *HIV Voluntary Counseling and Testing: Skills Training Curriculum Facilitator’s Guide*; see Bibliography for full citation.

- c. **Probing Questions:** These are questions to solicit more information—e.g., “Was anyone else there?” or “Did anything else happen?”
  - d. **Encouragers:** These are short statements that encourage the person to say more, elaborate, explain or take an in depth look at the situation—e.g., “I’d like to hear more about that” or “I’m listening. Go ahead.”
4. **Validate:** This involves recognizing or sensing the speakers’ challenges, anxiety or difficulty with regard to sensitive disclosure or decisions and commending their effort and courage in sharing information despite these obvious challenges. For example, “I understand it is difficult but you have made an important decision by telling me this” or “You have done the right thing by coming forward to tell me.”



## Session 3: Activity 3

### OBSERVATION SHEET: ACTIVE LISTENING SKILLS

Active Listening Skills	Adequately performed	Inadequately performed	Not observed	Comments
<b>1. Reflect</b>				
a. Named the situation.				
b. Identified and verbalized the feelings that were expressed.				
<b>2. Paraphrase</b>				
a. <b>Reword</b> Restated what was said in other words.				
b. <b>Give Feedback</b> Asked the student if he or she was correctly understood.				
<b>3. Assess and Explore</b>				
a. <b>Open-Ended Questions</b> Asked open-ended questions.				
b. <b>Understanding and Seeking Clarification</b> Checked for clarification and understanding.				
c. <b>Probing Questions</b> Used probing questions to gather more information.				
d. <b>Encouragers</b> Used encouragers to demonstrate attentive listening.				
<b>4. Validate</b>				
Validated what the student said.				

## Session 4: Activity I

### OBSERVATION SHEET: BASIC AND ACTIVE LISTENING SKILLS

Basic and Active Listening Skills	Adequately performed	Inadequately performed	Not observed	Comments
<b>Basic Listening Skills</b>				
1. Listened attentively to the student.				
2. Allowed the student to speak with out interrupting him or her.				
3. Allowed natural silence.				
4. Demonstrated listening with verbal encouragers.				
5. Demonstrated nonverbal gestures: <ul style="list-style-type: none"> <li>Faced the speaker.</li> <li>Nodded the head.</li> <li>Displayed an open posture.</li> <li>Kept an appropriate distance.</li> <li>Maintained frequent and friendly eye contact.</li> <li>Appeared calm and relaxed.</li> </ul>				
<b>Active Listening Skills</b>				
<b>1. Reflect</b>				
a. Named the situation.				
b. Identified and verbalized the feelings that were expressed.				
<b>2. Paraphrase</b>				
a. <b>Reword</b> Restated what was said in other words.				
b. <b>Give Feedback</b> Asked the student if he or she was correctly understood.				
<b>3. Assess and Explore</b>				
a. <b>Open-Ended Questions</b> Asked open-ended questions.				
b. <b>Understanding and Seeking Clarification</b> Checked for clarification and understanding.				
c. <b>Probing Questions</b> Used probing questions to gather more information.				
d. <b>Encouragers</b> Used encouragers to demonstrate attentive listening.				
<b>4. Validate</b>				
Validated what the student said.				

# 7

## MODULE 7: RESPONSE – SUPPORT, REFERRAL AND REPORTING

### Session I: Activity I

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#### RESPONSE NETWORK

Students who have experienced violence will need a wide range of support; participants will need to develop a response network of individuals and organizations to support the young people who come to them. Responding to gender-based violence means supporting the victim; ensuring the safety of the young person experiencing the abuse; and holding the perpetrator accountable through criminal prosecutions, public inquiries, compensation programs, civil actions, community-based settlements or customary legal systems.

A response network has three components:

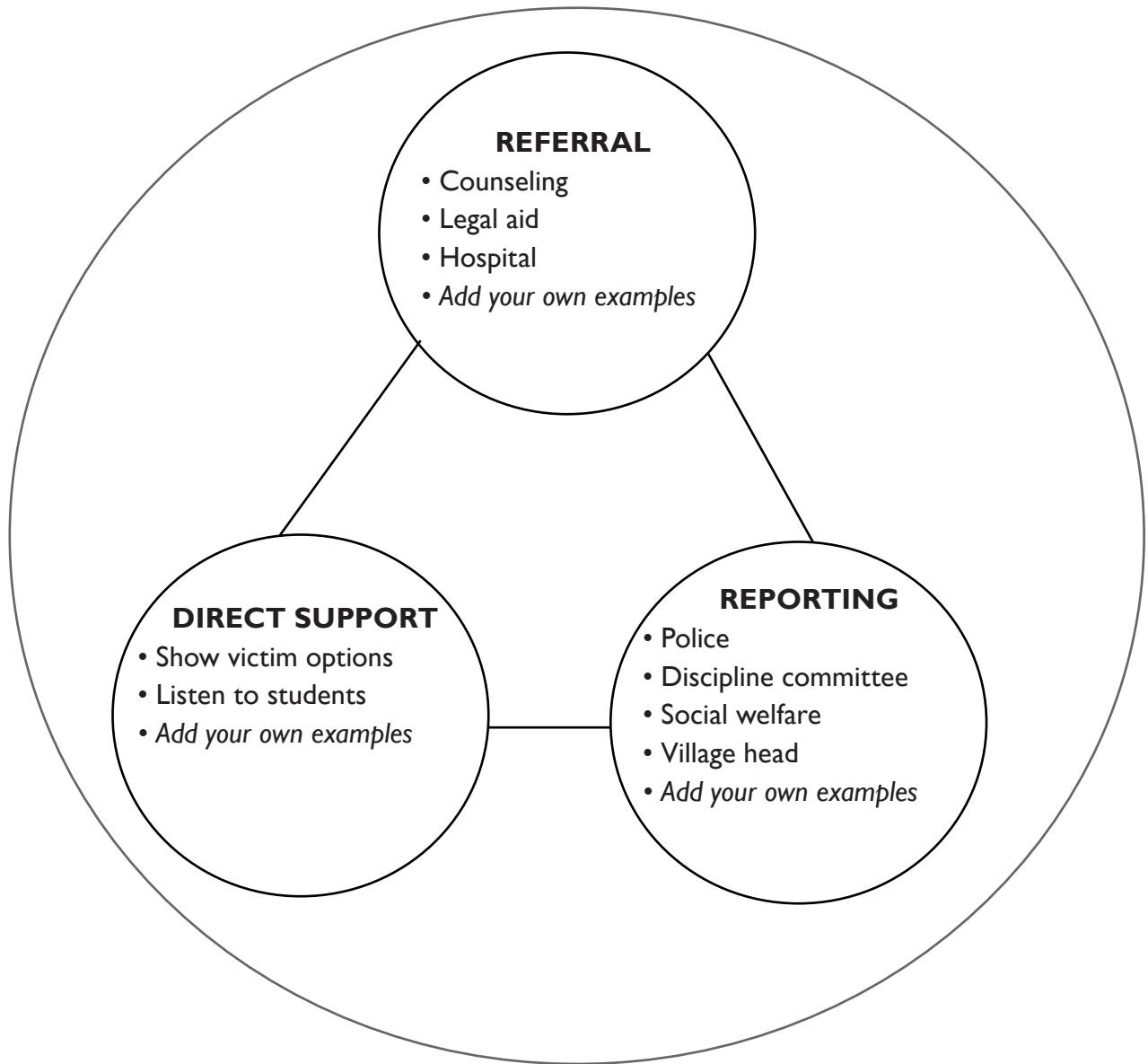
1. **Reporting systems** that enable victims and their advocates to report crimes or violations of a Teachers' Code of Conduct.
2. **Referral systems** in which students are directed or referred to the services they need, such as emotional support and counseling, medical treatment and services and legal aid for victims and their families.
3. **Direct support** in which students can talk to a community counselor skilled in listening, using open-ended questions, assessing the situation, helping students develop a plan, being empathetic and referring students to services when necessary.

## Session I: Activity I

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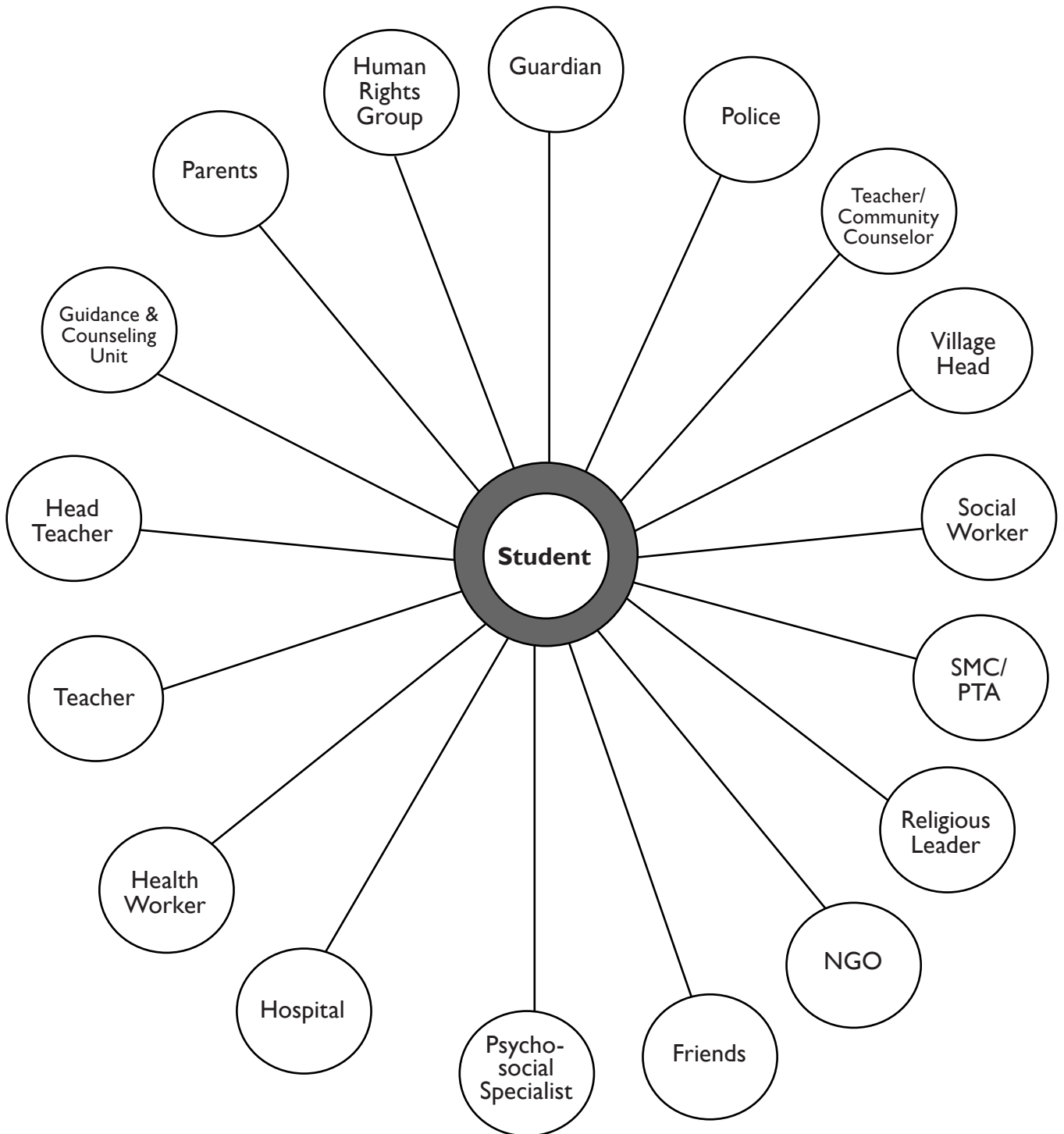
### ILLUSTRATION FOR THE THREE TYPES OF RESPONSE

#### RESPONSE



## Session I: Activity 2 and 3

### ILLUSTRATION FOR REPORTING AND REFERRAL



## Session I: Activity 4

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### TIPS FOR EFFECTIVE RESPONSE

1. No matter what happens, community counselors need to follow up with the student to make sure he or she knows that even if nothing happened as a result of the referral or reporting, the SRGBV incident was still wrong and not the student's fault. If more harm was done as a result of the referral or reporting, the SRGBV incident was still wrong and not the student's fault.
2. Community counselors can work together with other community members to create response networks and support systems.
3. No referral is made with 100 percent confidence. However, some referral points are made with less confidence than others. It is important to know the limits of a referral so that the community counselor can compensate for this weakness through his or her own approach.
4. Community counselors will need to keep advocating for the student or making new referrals until the right services are offered. Some referrals, for example, offer great services but require a lot of follow-up or pressure. Community counselors will need to know their referral points, learn their processes and work within that system. They can do this by:
  - Knowing the points of referral within the community and the strengths and weaknesses of each, and working with those strengths and weaknesses. For example, if one social worker has a reputation of being more sensitive to SRGBV than another, then look for that social worker.
  - Notifying the student's parents and helping them navigate the response networks.
  - Accompanying the student to referral visits to advocate and intervene for him or her.
  - Working to develop a plan for reporting and referral within their community that is clear, simple, accessible, confidential and respectful.

## Session 2: Activity I

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### EDUCATION INTERNATIONAL (EI) DECLARATION ON PROFESSIONAL ETHICS<sup>6</sup>

#### Preamble

1. This declaration represents an individual and collective commitment by teachers and other education personnel. It is complementary to the laws, statutes, rules and programmes that define the practice of the profession. It is also a tool that aims at helping teachers and education personnel respond to questions related to professional conduct and at the same time to the problems arising from relations with the different participants in education;
2. Quality public education, a cornerstone of a democratic society, has the task of providing equality of educational opportunity for all children and youth and is fundamental to the well-being of society through its contribution to economic, social, and cultural development. Teachers and education personnel have a responsibility to foster confidence among the general public in the standards of service that can be expected from all engaged in this important task;
3. The exercise of responsible judgment is at the heart of professional activity, and the actions of caring, competent and committed teachers and education personnel to help every student reach his or her potential is a critical factor in the provision of quality education;
4. The expertise and commitment of teachers and education personnel must be combined with good working conditions, a supportive community and enabling policies to allow quality education to take place;
5. The teaching profession may benefit greatly from a discussion about the core values of the profession. Such raising of consciousness about the norms and ethics of the profession may contribute to increasing job satisfaction among teachers and education personnel, to enhancing their status and self-esteem, and to increasing respect for the profession in society;
6. Teachers and education personnel and their unions, by virtue of their membership in Education International (EI), are committed to the promotion of education that helps develop a person's capacity to live a fulfilled life and to contribute to the well-being of society;

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<sup>6</sup> Education International (EI), *EI Declaration on Professional Ethics*; see Bibliography for full citation.

7. Recognizing the extent of the responsibilities inherent in the teaching process and the responsibility to attain and maintain the highest degree of ethical conduct towards the profession, to students, colleagues and parents, Education International member organisations should:
- a) actively promote the policies and resolutions adopted by the EI Congress and Executive Board including this Declaration on Professional Ethics;
  - b) work to ensure that teachers and other education personnel benefit from terms and conditions of work that allow them to fulfill their responsibilities;
  - c) work to ensure the rights guaranteed to all workers in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, which encompasses:
    - the right to freedom of association;
    - the right to bargain collectively;
    - freedom from discrimination at work;
    - equality at work;
    - freedom from forced, or bonded labour;
    - the elimination of child labour;
  - d) work to ensure that their members have the rights outlined in the ILO/ UNESCO Recommendation concerning the Status of Teachers and the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel;
  - e) combat all forms of racism, bias or discrimination in education due to gender, marital status, sexual orientation, age, religion, political opinion, social or economic status, national or ethnic origin;
  - f) cooperate at the national level to promote quality government funded education for all children, to enhance the status and to protect the rights of education personnel;
  - g) use their influence to make it possible for all children worldwide, without discrimination, and particularly child labourers, children from marginalized groups or those having specific difficulties to have access to quality education.



**Taking this into consideration, EI adopts and proclaims the present Declaration:**

**ARTICLE 1. Commitment to the profession: Education personnel shall:**

- a) justify public trust and confidence and enhance the esteem in which the profession is held by providing quality education for all students;
- b) ensure that professional knowledge is regularly updated and improved;
- c) determine the nature, format and timing of their lifelong learning programs as an essential expression of their professionalism;
- d) declare all relevant information related to competency and qualifications;
- e) strive, through active participation in their union, to achieve conditions of work that attract highly qualified persons to the profession;
- f) support all efforts to promote democracy and human rights in and through education;

**ARTICLE 2. Commitment to students: Education personnel shall:**

- a) respect the rights of all children to benefit from the provisions identified in the UN Convention on the Rights of the Child particularly as those rights apply to education;
- b) acknowledge the uniqueness, individuality and specific needs of each student and provide guidance and encouragement to each student to realise his/her full potential;
- c) give students a feeling of being part of a community of mutual commitment with room for everyone;
- d) maintain professional relations with students;
- e) safeguard and promote the interests and well-being of students and make every effort to protect students from bullying and from physical or psychological abuse;
- f) take all possible steps to safeguard students from sexual abuse;
- g) exercise due care, diligence and confidentiality in all matters affecting the welfare of their students;
- h) assist students to develop a set of values consistent with international human rights standards;
- i) exercise authority with justice and compassion;
- j) ensure that the privileged relationship between teacher and student is not exploited in any way, particularly in order to proselytise or for ideological control;

**ARTICLE 3. Commitment to colleagues: Education personnel shall:**

- a) promote collegiality among colleagues by respecting their professional standing and opinions; and be prepared to offer advice and assistance particularly to those beginning their career or in training;
- b) maintain confidentiality of information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law;
- c) assist colleagues in peer review procedures negotiated and agreed to between education unions and employers;
- d) safeguard and promote the interests and well-being of colleagues and protect them from bullying and from physical, psychological or sexual abuse;
- e) ensure that all means and procedures for the implementation of this declaration are the object of thorough discussions in each national organisation in order to ensure its best possible application;

**ARTICLE 4. Commitment to management personnel: Education personnel shall:**

- a) be knowledgeable of their legal and administrative rights and responsibilities, and respect the provisions of collective contracts and the provisions concerning students' rights;
- b) carry out reasonable instructions from management personnel and have the right to question instructions through a clearly determined procedure;

**ARTICLE 5. Commitment to parents: Education personnel shall:**

- a) recognise the right of parents to information and consultation, through agreed channels, on the welfare and progress of their child;
- b) respect lawful parental authority, but give advice from a professional point of view that is in the best interest of the child;
- c) make every effort to encourage parents to be actively involved in the education of their child and to actively support the learning process by ensuring that children avoid forms of child labour that could affect their education;

**ARTICLE 6. Commitment to the teacher: The community shall:**

- a) make it possible for teachers to feel confident that they themselves are treated fairly while attending to their tasks;
- b) recognise that teachers have a right to preserve their privacy, care for themselves and lead a normal life in the community.

## Session 2: Activity 1, continued

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### USING THE CODE OF CONDUCT TO REDUCE SRGBV

1. Does the CoC have a clear policy against all forms of SRGBV? If not, which ones? Does it list examples of behaviors covered by the policy?
2. Does the CoC list the proper reporting procedures for teachers who wish to report a violation of the CoC or an incident of SRGBV?
3. What is the teacher's responsibility to his or her students in regard to their right to an education? Is there any mention of the rights of the child (such as freedom from corporal punishment, right to an education, etc.)?
4. What is the teacher's responsibility regarding protecting students from violence? This could be psychological, physical or sexual violence.
5. Does the CoC mention what constitutes improper behavior with students? What are the consequences of improper behavior with students?
6. Are the consequences of breaking rules regarding unprofessional behavior clear and linked to disciplinary procedures? What are the proper procedures?
7. Are there ways for teachers and other staff to raise concerns, confidentially when necessary, about unacceptable behavior by other teachers or staff members? Does the CoC provide names or contact information of people responsible for accepting and managing complaints?
8. Does the CoC prohibit retaliation against those who report incidents of SRGBV?

## Session 3: Activity 2

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### SCENARIOS FOR REPORTING REQUIREMENTS

Refer to **Reporting: Example of Psychological Abuse** and **Reporting: Example of Sexual Abuse** on the next pages for possible ways of reporting the violence and abuse described in the following scenarios:

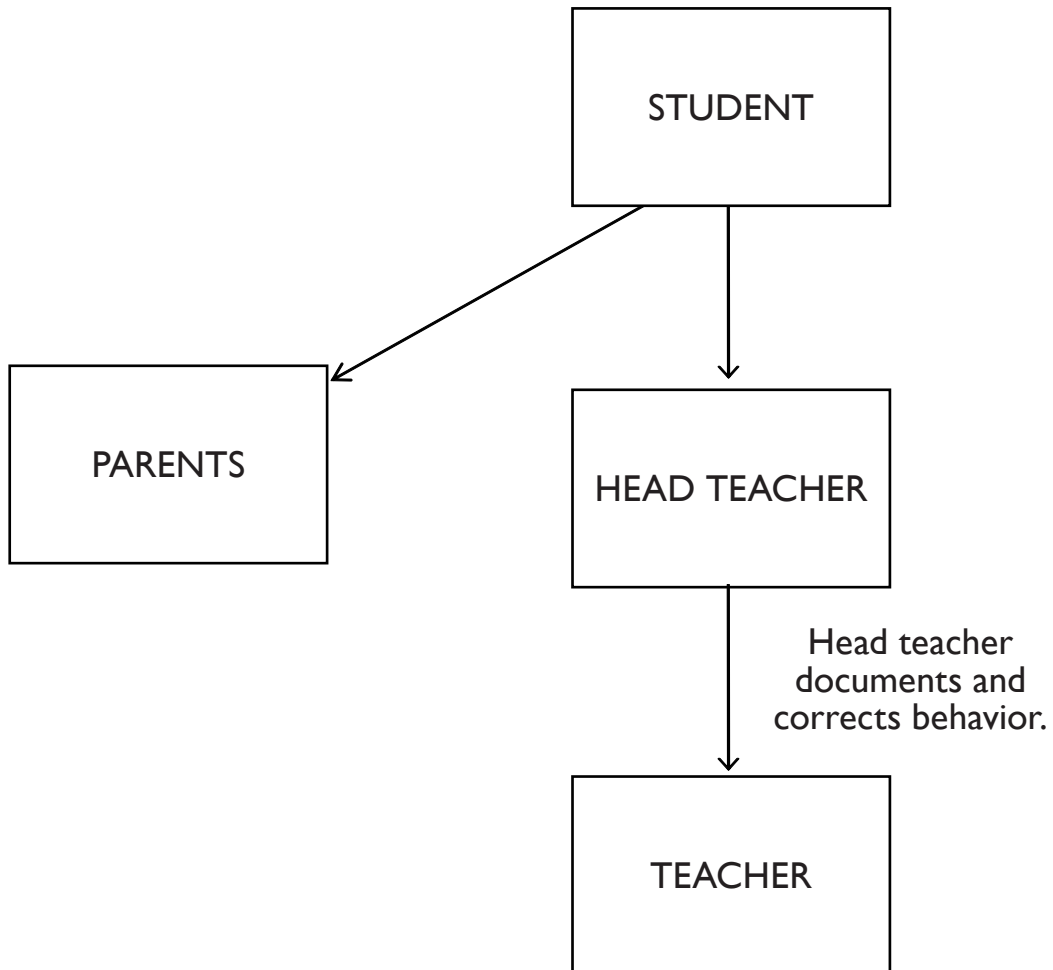
1. A teacher calls on girls to answer questions he knows they cannot answer, just to demonstrate that girls are stupid and to belittle them. **(psychological)**
2. A girl is raped by the night watchman of the dormitory where she stays during the week. **(sexual)**
3. A male student is late for school and is beaten by his teacher so badly he has to go the hospital. **(physical)**
4. A student is tutored by her teacher at his house. She is uncomfortable with this arrangement, and the last time she went, he tried to kiss her and touch her breasts. He has threatened that if she does not go to his house, he will fail her. **(sexual)**
5. A female student, who is quickly advancing into puberty, is called to the front of the class, where the teacher asks students to look at her blossoming breasts. **(sexual and psychological)**
6. Young men who have dropped out of school wait outside the schoolyard and beat up the smaller boys coming from school, mocking them for crying “like little girls.” One boy is badly beaten and refuses to return to school for fear of its happening again. **(physical and psychological)**
7. A teacher tells a girl she is stupid for falling asleep in class and she should just drop out and get married. The girl is tired because she gets up early every morning to help her mother before school. **(psychological)**

## Session 3: Activity 2 , continued

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### REPORTING: EXAMPLE OF PSYCHOLOGICAL ABUSE

A teacher calls on girls to answer questions he knows they cannot answer, just to demonstrate that girls are stupid and to belittle them.

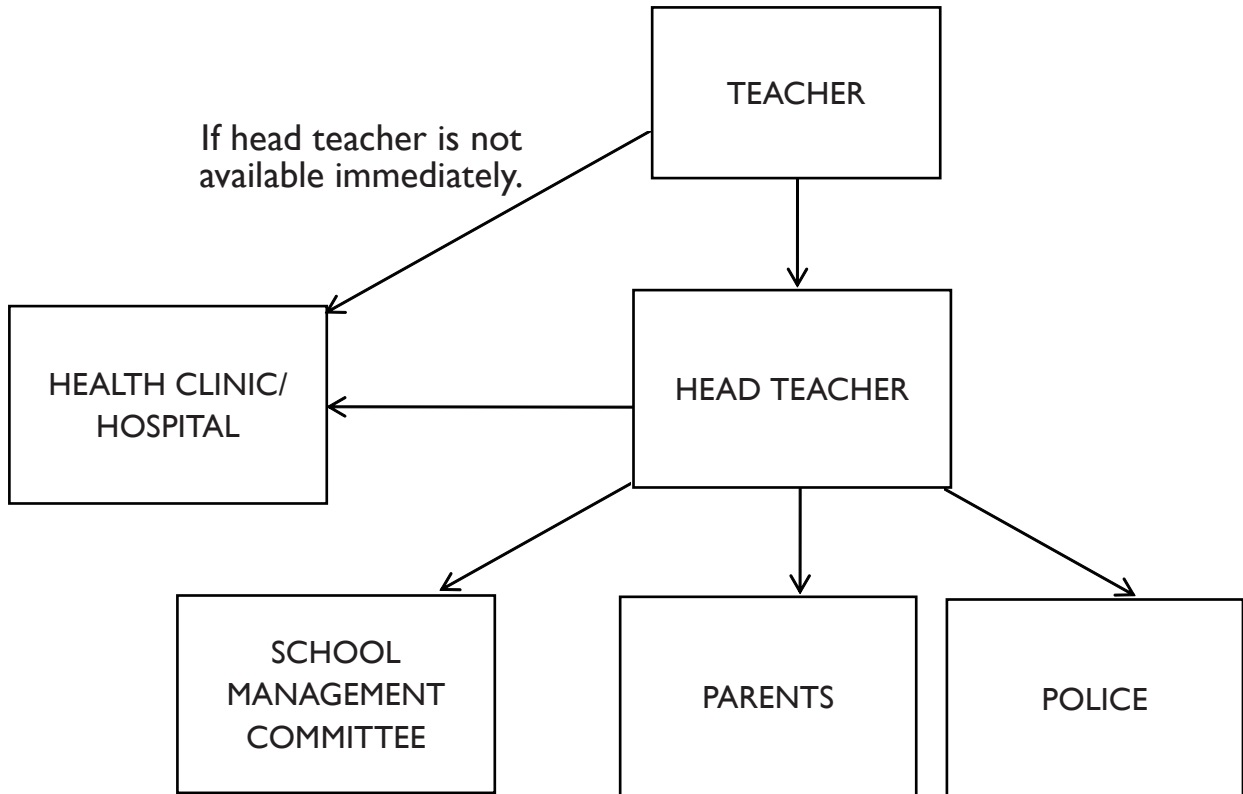


## Session 4: Activity 2

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### REPORTING: EXAMPLE OF SEXUAL ABUSE

A girl is raped by the night watchman of the dormitory where she stays during the week.



# 8

## MODULE 8: MORE SKILLS FOR COMMUNITY COUNSELORS

### Session I: Activity I

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#### GARD SF TOOL

##### Step 1: **G**reet the student

- Welcome the student, giving him or her your full attention.
- Describe your role as a community counselor.
- Tell the student that you recognize that it took courage for him or her to come to you with a problem.

##### Step 2: **A**ssess the situation

- Fill out the **Student SRGBV Record Form**.
- Ask the student what happened.
- Ask the student if he or she feels safe or if he or she needs immediate attention.
- Think about what laws or codes of conduct may have been violated.
- Decide if this is an incident that needs to be reported or if the student has just come for help with a problem.
- Discuss and decide with the student if his or her parents need to be contacted.
- Make sure to ask the student if he or she wants to report the incident. (The procedure to report will be discussed in Step 4: Develop a plan with the student.)

##### Step 3: **o**ffer **R**esources

- If necessary, offer to refer the student to a health clinic or health care facility.
- Offer information on how the student can report the incident to the police or authorities.
- Offer information on how to get help and support from medical resources: HIV testing, pregnancy, psychological care, etc.
- Be encouraging by discussing self-efficacy and resiliency.
- Be sure to mention resources that are available to the student for help so that he or she does not have to face problems alone. If possible, give

resources to the student in writing. Ask if she or he feels comfortable accessing the resources or needs support. (For example, if visiting a clinic, does the student need someone to go with, or does the young person feel comfortable going on his or her own or with a friend?)

**Step 4: Develop a plan with the student**

- Ask the student what he or she would like to happen in the short term and long term.
- Discuss options for the student.
- Decide on an action plan.
- Decide on a time for the student to return for a follow-up visit or for you to visit the student.
- Reiterate that though the situation is not easy, the student can be resilient and that there is a support system available.

**Step 5: Summarize**

- Summarize what was discussed in the meeting.
- Review the plan for referral and reporting.
- Discuss how and when the student's parents should be involved.
- Review any plans (short-term and long-term plans) that were discussed.
- Remember to ask the student if he or she has anything to add to the summary.
- Check to see how the student feels, if he or she is satisfied and if the visit has been helpful.

**Step 6: Follow up (next meeting)**

- Check with the student to see how he or she is doing since the last meeting.
- Check to see what actions have been taken.
- Discuss the referral or reporting that took place.
- Discuss how you will continue to work with the students, depending on what is needed.



## Session I: Activity I, continued

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### STUDENT SRGBV RECORD FORM

DATE:
NAME OF STUDENT:
NAME OF COUNSELOR:
PROBLEM/INCIDENT:
RESOURCES OFFERED <ul style="list-style-type: none"><li>• Referral:</li> <li>• Reporting:</li></ul>
ADDITIONAL SUGGESTIONS:
WHAT FOLLOW-UP WAS DISCUSSED?

## Session 3: Activity 2

### OBSERVATION SHEET: GARD SF TOOL

Steps	Adequately performed	Inadequately performed	Not observed	Comments
<b>STEP 1: GREET THE STUDENT</b>				
• Welcomed the student and gave full attention?				
• Described the role of a community counselor?				
• Acknowledged how hard it was to come for help?				
<b>STEP 2: ASSESS THE SITUATION</b>				
• Filled out the Student SRGBV Record Form				
• Asked the student what happened?				
• Asked the student if he or she felt safe or needed immediate attention?				
• Determined if there was an incident to report or if the student had just come for help with a problem?				
• Decided and discussed with the student if parents needed to be contacted?				
• Asked the student if he or she wanted to report the incident?				
<b>STEP 3: OFFER RESOURCES</b>				
• Referred the student to a health clinic or health care facility?				
• Offered information on how the student can report the incident to the police or authorities?				
• Offered information on how to get help and support from medical resources?				
• Discussed self-efficacy and resiliency?				
• Offered other resources?				

Steps	Adequately Performed	Inadequately performed	Not observed	Comments
<b>STEP 4: DEVELOP A PLAN WITH THE STUDENT</b>				
• Asked the student what he or she would like to happen in the short term and in the long term?				
• Discussed options for the student?				
• Decided on an action plan?				
• Decided on a time for the student to return for a follow-up visit or for the counselor to visit the student?				
• Reiterated that though not easy, the student could be resilient and that there was a support system available?				
<b>STEP 5: SUMMARIZE</b>				
• Summarized what was discussed in the meeting?				
• Reviewed the plan for referral and reporting?				
• Discussed how and when parents should be involved?				
• Reviewed any plans (short-term and long-term plans) that were discussed?				
• Asked the student if there was anything to add to the summary?				
• Checked with the student to see how he or she felt, if he or she was satisfied and if the visit was helpful?				
<b>STEP 6: FOLLOW UP (Next Meeting)</b>				
• Checked with the student to see how he or she was doing since the last meeting?				
• Checked to see what actions had been taken?				
• Discussed the referral or reporting that took place?				
• Discussed how he or she would continue to work with the student?				



# 9

## MODULE 9: TRAINING WRAP-UP AND EVALUATION

### Activity 1

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#### PLEDGE TO PREVENT AND RESPOND TO SRGBV

I, \_\_\_\_\_, can protect and support girls and boys by doing the following:

- 1.
- 2.
- 3.

Signed: \_\_\_\_\_

Witnessed by: \_\_\_\_\_

Date: \_\_\_\_\_



# GLOSSARY

**Accountability** – An obligation or willingness to accept responsibility for one’s actions.

**Adolescence** – The period of psychological, social and physical transition between childhood and adulthood that often begins with puberty. The World Health Organization (WHO) defines adolescence as the period of life between 10 and 19 years of age.

**Agent of change or change agent** – Somebody or something that brings about, or helps to bring about, transformation.

**Aggressive** – Delivering a message forcefully without thinking of the other person’s feelings; expressing oneself in a confrontational manner.

**AIDS** – Acquired immunodeficiency syndrome, a human viral disease that ravages the immune system, undermining the body’s ability to defend itself from infection and disease.

**Assertive** – Delivering a message by honestly expressing one’s thoughts and feelings; direct and clear without putting down the rights of others, showing mutual respect.

**Attitude** – An opinion or general feeling about something. It can be a predisposition or a tendency to respond positively or negatively towards a certain idea, object, person or situation. Attitudes are ways in which people think and feel that are often reflected in how they behave.

**Behavior** – The way someone behaves or a response in a certain situation.

**Body language** – A type of nonverbal communication. It can be bodily mannerisms, postures and facial expressions that can be interpreted as unconsciously communicating someone’s feelings.

**Bullying** – Hurtful harassment or tormenting of others, usually by an abuser who has more physical and/or social power than the victim. Bullying can take many forms:

- **Physical bullying:** Hitting, kicking, pushing, choking or punching.

- **Verbal bullying:** Threatening, taunting, teasing, starting rumors or hate speech. Exclusion from activities: the deliberate exclusion of one specific individual—e.g., “No one play with Mary,” “No one wants to play with him” or “Don’t be her friend.”

**Bystander** – A person who is at the scene of an unsafe interpersonal (between two or more people) situation but is neither the aggressor nor the victim.

**Consent** – Saying “yes”; agreeing to something. Consent is agreeing to do something freely without any element of force, fraud, deceit, duress or other forms of coercion or misrepresentation. Acts of sexual abuse occur without consent. Even if someone says “yes,” it is not true consent if it was said under duress or if the perpetrator used any kind of force to get the victim to comply. Children can never give consent to a sexual relationship with an adult. Submission to the will of another, as in the case of threats, force or violence, does not constitute consent.

**Convention** – A binding agreement between states; used synonymously with treaty and covenant. Conventions are stronger than declarations because they are legally binding for governments that have signed them. When the UN General Assembly adopts a convention, it creates international norms and standards. Once a convention is adopted by the UN General Assembly, member states can then ratify the convention, promising to uphold it. Governments that violate the standards set forth in a convention can then be censured by the UN.

**Convention on the Rights of the Child** (adopted 1989; entered into force 1990) – A convention that sets out a summary of collective ideals for children alongside a covenant of commitments to children.

**Cross-generational sex** – Refers to relationships between older men and younger women, though some cross-generational relationships include older women and younger men. In most cross-generational relationships, young women are below age 20 and their male partners are at least 10 years older.

**Defilement** – Having sexual intercourse/carnal knowledge with/of someone below the age of consent.

**Discipline** – Training to ensure proper behavior. The practice or methods of teaching and enforcing acceptable patterns of behavior.

**Duty bearer** – A person or institution with an obligation to fulfill a right. States



(and other duty bearers) have a primary responsibility to ensure that the rights of all people are equally respected, protected and fulfilled.

**Empathy** – Understanding of another person’s feelings and experiences, especially as a result of having been in a similar situation.

**Encourage** – To give somebody hope, confidence or courage.

**Force** – Can be physical, emotional, social or economic in nature. Force might involve coercion or pressure and also include intimidation, threats, persecution or other forms of pressure (refer to the three different types of violence: psychological, physical and sexual). The target of such violence is compelled to behave as expected or to do what is being requested for fear of real and harmful consequences.

**Gender** – Refers to a set of qualities and behaviors expected from males and females by society.

**Gender-based violence** – Any act that results in, or is likely to result in, physical, sexual or psychological harm or suffering against someone (boy or girl) based on gender role expectations and stereotypes.

**Gender equality** – Equal rights, freedoms, conditions and opportunities for males and females to realize their full potential and to contribute to and benefit from economic, social, cultural and political development.

**Gender equity** – Strategies or processes used to achieve gender equality. It involves fairness in representation, participation and benefits afforded to males and females. Both males and females have a fair chance of having their needs met and have equal access to opportunities for realizing their full potential as human beings. Equity is the means; equality is the result.

**Gender norms** – Standard patterns of behavior for men and women that are considered normal in a society. Narrowly defined gender norms can often limit the rights, opportunities and capabilities of women and girls resulting in discrimination, exploitation or inequality. Boys and young men can also be restricted in some decision-making and choices because of how society expects them to behave.

**Gender roles/assigned gender roles** – Socially determined roles that can be affected by factors such as education or economics. They may vary widely within and between cultures and often evolve over time.

**Gender stereotypes** – Broad generalizations based on assumptions about how a person should act because of his or her sex and what society considers to be masculine and feminine roles, attributes and characteristics.

**Goal** – Aim, purpose or desired result. It is something one focuses on and works towards achieving.

**Harassment** – Bothering or attacking somebody. Refers to a wide spectrum of offensive behavior. When the term is used in a legal sense, it refers to behaviors that are found threatening or disturbing and beyond those that are sanctioned by society (see **Sexual harassment**).

**HIV** – Human immunodeficiency virus, the virus that causes AIDS. HIV is transmitted through blood, semen, vaginal fluid and breast milk. HIV transmission can be prevented; it is not transmitted through casual contact (hugging, sharing an apartment, playing basketball, etc.).

**Human rights** – The basic rights and freedoms to which all humans are entitled regardless of citizenship, nationality, race, ethnicity, language, sex, sexuality or ability.

**Negotiation** – Communication with another for the purpose of coming to a mutual agreement; a compromise or settlement.

**Nonjudgmental** – Refraining from making judgments, especially ones based on assumptions, stereotypes or personal opinions.

**Norms** – A standard pattern of behavior that is considered normal in a society.

**Peer pressure** – Social pressure to adopt a type of behavior, dress or attitude in order to be accepted as part of a group.

**Perpetrator** – A person who commits or is responsible for something, usually something criminal or morally wrong.

**Perseverance** – Steady and continued action or belief, usually over a long period and especially despite difficulties or setbacks.

**Power** – The ability to do what one wants to get one’s way. It is also the capacity to influence the behavior or emotions of others or the course of events. “Powerless” or “disempowered” refers to the absence of power.

**Punishment** – An action that is imposed on a person for breaking a rule or showing improper conduct. Punishment aims to control behavior through negative means.

**Resiliency** – The ability to thrive, mature and be competent in the face of adverse circumstances.

**Respectful** – Listening to others and being mindful, careful or sensitive to their feelings, beliefs, needs and opinions in a nonjudgmental manner.

**Responsibility** – Accountability or obligation.

**Risk-taking behaviors** – Unhealthy, negative risk-taking behaviors involve activities that may threaten a person's health and safety (such as drinking, taking drugs, unsafe sexual activity, etc.). Healthy risk-taking behaviors can include stretching one's boundaries to set and achieve new goals.

**School-related gender-based violence** (see [Appendix A](#) for complete definition) – Any form of violence or abuse that is based on gender roles and relationships. It can be physical, sexual or psychological or any combination of the three. It can take place in the school, on the school grounds, going to and from school or in school dormitories. This violence can be perpetrated by teachers, pupils or community members. Both girls and boys can be victims as well as perpetrators. Both educational and reproductive health outcomes are negatively affected by gender violence.

**Self-efficacy** – The belief that one can perform or learn to perform a certain behavior or action.

**Self-esteem** – Belief and confidence in one's own ability and value.

**Sex** – The biological differences between males and females. Sex differences are concerned with males' and females' physiology and generally remain constant across cultures and over time.

**Sexual assault** – Forcing another person to have any type of intimate contact. It can involve physical or psychological force. When assault involves penetration, it is defined as rape.

**Sexual harassment** – Any repetitive, unwanted and uninvited sexual attention, such as teasing, touching or taunting.

**Sexuality** – The quality or state of being sexual.

**Tattletale** – A person, especially a child, who tells others about another person's secrets or bad behavior.

**Teasing** – Making fun of or belittling a person. Teasing is not always harmful, but it can be damaging if it is unwanted, harassing or prolonged.

**Threaten** – To intimidate people by telling them that they will experience negative or dangerous consequences to an act.

**Time-out** – A corrective measure or punishment for children in which they are separated from others for a brief period of time.

**Victim** – Someone harmed by an act or circumstance.

**Violate** – To do harm to a person or to treat a person irreverently or disrespectfully.

**Violation** – A breach, infringement or transgression of a rule, law, promise, etc.

# APPENDIX

## School-Related Gender-Based Violence: Definition and Types<sup>7</sup>

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### Definition of School-Related Gender-Based Violence

School-related gender-based violence results in sexual, physical or psychological harm to girls and boys. It includes any form of violence or abuse that is based on gender stereotypes or that targets students on the basis of their sex. It includes, but is not limited to, rape, unwanted sexual touching, unwanted sexual comments, corporal punishment, bullying and verbal harassment. Unequal power relations between adults and children and males and females contribute to gender violence. Violence can take place in the school, on the school grounds, going to and from school or in school dormitories. It may be perpetrated by teachers, students or community members. Both girls and boys can be victims as well as perpetrators. Such violence can affect the well-being of students, putting them at greater risk of educational failure through absenteeism, dropping out of school or a lack of motivation for academic achievement. It also impacts their mental and physical health, resulting in physical injury, pregnancy, sexually transmitted infections (including HIV/AIDS) or emotional/psychological ill health.

The three types of school-related gender-based violence—sexual, physical and psychological—overlap, and at times distinctions among them are imperceptible. For example, bullying may be either verbal or physical. Girls and boys who step out of their traditional gender roles can experience all three forms of violence. Girls can be humiliated by teachers in relation to their physical appearance (sexual violence or harassment) as well as their intellectual ability (psychological abuse).

### Sexual Violence

Girls and boys experience sexual violence or abuse by an adult or another child through any form of forced or unwanted sexual activity where there is no consent, consent is not possible, or power or intimidation is used to coerce a sexual act. Sexual violence and abuse include direct physical contact, such as unwanted touching of any kind or rape, which is also known as “defilement” for young people under the legal age of consent. Regardless of the legal age of consent, sexual activity between a teacher and student is considered abuse because of the age and

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<sup>7</sup> This definition of school-related gender-based violence is based on the Safe Schools Program conceptual framework and includes a synthesis of internationally recognized UN and UN Specialized Agency (such as WHO) definitions from the fields of education, health and child protection.

power differentials between the two. Activities such as making a child watch sexual acts or pornography, using a child to make pornography, or making a child look at an adult's genitals is also abuse. Sexual violence can be perpetrated verbally. For example, sexually explicit language aimed at children or any repetitive, unwanted and uninvited sexual attention through teasing or taunting about dress or personal appearance is also sexual abuse. Sexual violence or abuse can have devastating, long-lasting effects on students. Such effects can include increased risk of social, emotional and psychological damage, increased risk of substance abuse, health and social problems such as unwanted pregnancy, sexually transmitted infections including HIV/AIDS, depressive disorders, memory disturbances, and aggressive behavior. Sexual violence can also negatively affect educational attainment.

### **Physical Violence**

Girls and boys experience physical violence or abuse by an adult or another child through corporal punishment, forced labor, fighting and bullying. Corporal punishment is any punishment in which physical force is used to cause some degree of pain or discomfort, however minimal. This type of violence involves hitting children with the hand or an implement (e.g., whip, stick, belt, shoe, wooden spoon). It can also involve kicking, shaking or throwing children, scratching, pinching, biting, pulling hair or boxing ears, forcing children to stay in uncomfortable positions, burning, scalding or forced ingestion (e.g., washing children's mouths out with soap or forcing them to swallow hot spices). In general, teachers apply corporal punishment differently to girls than they do to boys. In most cases, boys experience more frequent and severe physical punishment than girls as a way to "make them men." Corporal punishment has negative physical and psychological effects on students, which include pain, injury, humiliation, guilt, helplessness, anxiety and low self-esteem. Teachers can physically abuse children through forced labor during and outside school hours. Teachers may force students either to fetch water or work in their fields, with children running the risk of physical injury from heavy manual labor and educational failure from missing class time. Physical violence and abuse among students takes the form of bullying, beating and fighting. Physical violence can have devastating, long-lasting effects on students, including increased risk of social, emotional and psychological damage, increased risk of substance abuse, physical, mental health and social problems, memory disturbances and aggressive behavior. It can also negatively affect educational attainment.

### **Psychological Violence**

Girls and boys experience psychological violence and abuse from both peers and teachers through verbal harassment, bullying, teasing or degrading and cruel punishment. Teachers may use nonphysical punishment that belittles, humiliates, denigrates, scapegoats, threatens, scares or ridicules children. Constant criticisms

of an unjustified nature, refusal to praise, unclear boundaries and unpredictable behavior eventually take their toll on young people. Psychological violence and abuse among students takes the form of verbal taunting used towards boys and girls whose behavior does not fit into society's image of what is "masculine" or "feminine" as a way to make them conform. Bullying can range from teasing to physical violence perpetrated by both students and teachers. Other forms of bullying include threats, name calling, sarcasm, spreading rumors, exclusion from a group, humiliation and abusive remarks. In addition, bullying is a pattern of behavior rather than an isolated incident. Psychological abuse can have devastating, long-lasting effects on students, including increased risk of social, emotional and psychological damage and mental health and social problems such as anxiety and depression. It can also can negatively affect educational attainment.





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**U.S. Agency for International Development**

1300 Pennsylvania Avenue, NW

Washington, DC 20523

Tel: (202) 712-0000

Fax: (202) 216-3542

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