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Enfold's work with Universities and Educational Institutions

Short Courses and Programs

POCSO and Personal Safety Awareness Session

Duration: 2.5 hours

Aim: To understand POCSO Act

Brief Description: This session is a quick but knowledge heavy lecture on the laws that make for the protection of children against the sexual offence. The session explains the extent of abuse and its punishment. Discussions include understanding why children don't report and how abusers use this to their advantage through grooming them.

Topics:

- Understanding the dynamics of child sexual abuse
- Learning to spot signs and symptoms of child sexual abuse
- Understanding the Law: POCSO Act.

Understanding and Responding to Child Sexual Abuse

Duration: 6 hours

Aim: To understand the dynamics, root causes, prevention strategies, roles, and responsibilities of adults and the law.

Brief Description: This session works towards building awareness in teachers, parents, other representatives, and workers of homes and institutions. The sessions give the participants an opportunity to develop their vocabulary while discussing sex and sexuality with children, give information about the POCSO Act, and guide them to coping, identifying, and dealing with child sexual abuse (CSA)

Topics:

- Understanding sexual development from birth to adulthood
- Child Sexual Abuse - Prevention and response
- Laws and Guidelines

Gender Sensitivity

Duration: 12 hours

Format: 2 hours each

Aim: Gender Equity: righting a historic wrong

Brief Description: This workshop aims at sensitizing college students to gender, gender bias and the subsequent issues that stem from this. These sessions dive deep into understanding the relationship between gender, authority, and power, furthermore guiding individuals on how to communicate assertively to bring about a more empowered, healthy, and safe working environment for themselves and people of different gender and sexual orientation that they will work with inevitably.

Topics:

- Use and Abuse of Power: respect, obedience, and relationships
- The Art and Science of Communication – Avoid miscommunication in gender interactions.
Changing contexts and norms of gender interactions over the years
- Gender Interactions – Being aware of each other's verbal, visual, and touch cues.
Personal Space –defining it and maintaining it assertively.

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- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013

Gender, Sexuality, and Personal Safety

Duration: 12 hours

Format: 4 modules of 3 hours

Brief description: This course is aimed at engaging students in a reflection on gender, identity and gender expression, and the factors that affect one's self-esteem, self-image, and body image. Respect in relationships, sexual rights and responsibilities, and personal safety guidelines form a core component of this course.

Topics:

- Sexuality and identity
- Self Esteem
- Relationships
- Safety Guidelines

Life Skills, Sexuality, Reproductive Health, and Personal Safety Program

Duration: 18 hours

Format: 9 modules (3 each on life skills, reproductive health, sexuality, and personal safety) of 2 hours each, interactive and experiential

Aim: The aim of the course is to prepare educators in facilitating sexuality education and raise sexuality awareness in adolescents.

Brief description- This life skills-based comprehensive sexuality and personal safety course includes discussion on life skills topics (self-respect, self-confidence, positive body image; empathetic and effective communication; respect in relationships and using power to empower); reproductive health including pregnancy and delivery, understanding of sexual development, responsible sexual expression and personal safety

Topics:

1. Life Skills:
 - a. Self-awareness
 - b. Communication
 - c. Relationship and Power
2. Reproductive Health:
 - a. Understanding our anatomy and the reason why:
 - b. Working of our bodies - myths, and truths.
 - c. Pregnancy, labour and breastfeeding - learning about these natural processes
3. Sexuality
 - a. Life cycle: experience and expression of sexuality.
 - b. Gender: From bias to balance
 - c. Sexuality and Personal Safety: Child sexual abuse - how to encourage children to resist and report. Sexual harassment - what can be done to prevent it

Child Sexual Abuse and Gender Based Violence - workshops for Students of Law

Duration: 18 hours

Format: workshops of 6 hours each

Aim: The aim is to have a child-centered mechanism for reporting and investigating cases of child abuse keeping in mind the best interests of the child.

Brief description: This course trains participants on effective support, rehabilitation, and justice for children and adults who have undergone abuse is possible through a well-coordinated and collaborative effort of various legal services providers, government departments, and NGOs.

Topics:

- Child Sexual Abuse: The Law and the Child Victim
- POCSO on the Ground
- Gender-Based Violence and The Law

Child Safety - workshops for Medical and Health Care Personnel

Duration: 12 hours

Aim: Creation of a body of practitioners from various disciplines committed to the highest standards of care for children and women who have suffered sexual violence working effectively to close the gaps between medical, psychosocial, investigative & legal services.

Brief Description: This course is specifically for medical and healthcare professionals. It trains its participants in a forensic methodology for evidence collection and testifying in court. The intention is to apply a multi-disciplinary approach to manage sexual abuse. It also trains participants in the sensitivity required in guiding survivors

Topics:

- **Understanding and Responding Sensitively to Sexual Abuse (6 hours)**
 - a. Understand the dynamics of child abuse & its effects on the child & family
 - b. Understand the dynamics of violence against women
 - c. Signs and symptoms of sexual abuse
 - d. Demonstrate awareness & sensitivity in tackling cases of sexual violence
 - e. Understand the legal framework and procedures affecting child abuse
 - f. Identifying and forming support systems
- **Understanding medico-legal procedures in managing child sexual abuse (6 hours)**
 - a. Perform a forensic interview
 - b. Perform a comprehensive medical examination
 - c. Understand principles and practice of evidence collection and chain of custody.
 - d. Testify in court competently
 - e. Apply the multi-disciplinary approach: know the support systems available in government and NGOs and be able to coordinate with them

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Restorative Justice Approaches - one-credit course for students of Law

Aim: The aim of the one-credit course is to Orient students to the Restorative Justice Approach and how it differs from the Criminal Justice Approach, Examine some of the RJ Models that are being practiced in different parts of the world, and the effectiveness of RJ and critically examine the possibilities for engaging with RJ Approaches in the Indian context.

Brief Description:

Restorative justice processes are deeply resonant with the philosophy and principles of juvenile justice enshrined in the JJ Act, 2015. Combined with rehabilitative measures under the JJ Act, 2015, they can be an effective mechanism for empowering children, sensitizing staff and promoting child friendliness; strengthening child participation; addressing victims' needs; facilitating accountability, rehabilitation, and social reintegration of children found to be in conflict with the law; preventing recidivism; and aiding the healing of all parties.

Topics:

- Overview of Restorative Justice
- Restorative Justice Principles and Standards
- Circle Process
- Restorative Justice Models
- Locating Restorative Justice in the Indian Legal Framework

Restorative Justice - workshop for students of Social Work and Psychology

Duration: 6 hours

Aim: To understand what is meant by restorative justice and how it is different from the criminal justice system.

Brief Description: The course aims to introduce students to restorative justice. It explores what RJ looks like around the world, for adults and for children. The sessions include understanding what forgiveness could do to help, what restorative practices look like, and how restorative justice could bring about a different approach to the rehabilitation of criminals and children who are vulnerable. It has an element of experiential learning as the students experience a circle for themselves at the end of the course

Topics:

- Restorative Justice and Standards
- Root of Restorative Justice Practises
- International Restorative Justice
- Forgiveness and Restorative Justice
- Evidence and Effectiveness of Restorative Process
- A Circle - The Elements and Experience

Peer Education Program

Aim: 2nd-year undergraduate student volunteers, (Peer Educators) are trained to facilitate classes on gender equity, sexuality, and personal safety for their peers.

Brief description: Youth turn to their peers rather than adults for knowledge and guidance especially in areas relating to sexuality and reproductive health. Their sources of information are often unreliable. Volunteers from 2nd year of various graduate courses are trained and mentored to facilitate discussion on various topics relevant to the youth.

Duration: 24 hours.

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Long term Courses

Law on Child Sexual Abuse in India

Duration: 40 hours

Brief description and Aim:

The legal landscape on sexual offences against children has undergone significant transformation since 2012. With the enactment of the Protection of Children from Sexual Offences Act, 2012 (POCSO Act), India took a step forward in establishing a child-friendly system for investigation, medical examination, and trial. However, the Criminal Law (Amendment) Act, 2018 and the POCSO (Amendment) Act, 2019 have introduced the death penalty for the rape of children below 12 years and for the aggravated penetrative sexual assault of persons below 18 years. Punishments have also been enhanced and procedural changes introduced which have reduced the time to file chargesheets and complete trials.

The course will examine the relevant legal provisions pertaining to sexual offences, child-friendly procedures, the presumption of guilt, compensation, etc, and their judicial interpretations will be discussed along with documented studies capturing the gaps and challenges in their implementation. It will build on students' understanding of criminal law, human rights, and constitutional law and encourage them to adopt a rights-based lens to examine the legal framework. While the POCSO Act is progressive in several aspects, some of its provisions have severely impacted the enjoyment of the rights of children. This course will also delve into issues such as mandatory reporting, age of consent, lack of recognition of non-exploitative and consensual sexual activity among adolescents, judicial treatment of "romantic cases", implications of the presumption of guilt, and the death penalty for child rape. These issues and recent legal reforms will be critically examined for their compatibility with domestic and international standards on child rights and the human rights of accused persons.

The teaching will include a combination of Socratic discussion and seminar-style discussion. The structure of the modules is as follows:

Topics:

- **Dynamics of Child Sexual Abuse (CSA), its impact on children and on legal processes (4 hours)**
- **Overview of the Substantive Indian Legal Framework relevant to Child Sexual Abuse (8 hours):** This session will entail an overview of sexual offences under the POCSO Act as well as other laws and briefly engage with online safety .
- **Overview of child-friendly procedures under the POCSO Act and its implementation (12 hours):** Three sessions will be dedicated to the discussion on child-friendly procedures to be followed by the police, medical practitioners, Magistrates, and Special Courts as well as the gaps and challenges in implementation.
- **Care and Protection of Child Victims (4 hours):** This session will focus on the role of Child Welfare Committees and Support Persons in POCSO cases, the Witness Protection Scheme, the representation of victims during bail hearings, and other protective measures available within the legal framework:
- **Conflict between Protection and Evolving Autonomy and other Issues and Concerns (8 hours):** Two sessions will focus on the implication of mandatory reporting, uniform age of consent, criminalization of adolescent sexuality and death

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penalty for child rape on the rights of children. The tussle between protecting children and respecting their evolving autonomy will be explored.

- **Treatment of Children in conflict with the law and Restorative Justice for Sexual Violence (4 hours):** This session will provide a brief overview of the legal regime relevant to children in conflict with the law, and examine whether the “transfer system” which allows the treatment of children between 16-18 years accused of heinous offenses to be tried as adults is compatible with child rights. The possibility of restorative justice approaches in cases of children in conflict with the law who have caused sexual harm will be discussed.

Certificate Course in Reproductive and Sexual Health, Sexuality and Safety

Duration: 50 hours (35 hours of face-to-face sessions, 15 hours of practical/project work) 1.5 to 2-hour sessions over 3 months

Aim: Empowering and sensitizing students to approach issues related to self-image and sexuality through Continuous Consistent Conversations. Build the capacity of the student to Recognise, Resist and Report Perpetrators of sexual crimes

Brief Description: This course is aimed at giving students a sound background in reproductive health (including pregnancy care, lactation support and care of the new-born) sexuality and personal safety

Topics:

- Anatomy and physiology of the human reproductive organs(male and female)
- Reproductive changes in the human body
- Myths and challenges(physical, emotional, psychological, social) associated with the human reproductive organs
- Gender constructs, Alternate sexuality and sexuality in marriage to interpret social expressions of sexuality
- Evaluate personal expressions of sexuality and personal safety
- Build skills to emotionally support individuals who have been subjected to sexual crimes

Certificate Course in Sexual Offences: Prevention, Intervention and Rehabilitation for Students of Social Work/ Psychology

Duration: 50 hours

Aim: To equip Social work and Psychology students with the tools required to understand, identify, deal with and guide those who have survived sexual offence, and help in their rehabilitation

Brief description: This course provides students with an opportunity to understand the dynamics of sexual offences against children and adults, how to help prevent these to the extent possible, and how to help rehabilitate the targeted child, adult and family. The psychology of the abuser and strategies to manage the abuser are an integral part of the course.

Topics:

- Prevention of sexual offences
- Intervention in situations of abuse and assault
- Rehabilitation

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Personal Safety and Sexuality Educator Training - certificate course for B Ed Students

Duration: 30 hours

Aim: This aim of this course is to enable educators to facilitate sessions on life skills and personal safety education for classes 1st to 12th.

Brief Description: The course will provide the necessary skills and information needed to facilitate sessions on life skills and personal safety education for ages 6-18 It will help understand adolescent sexuality, emotions and feelings in children from a social, biological, and evolutionary perspective. With the intention to explore the dynamics of child sexual abuse and other gender based violence thereby enabling educators to conduct personal safety sessions.

Topics:

- Building Self Esteem, Self Respect & Managing Feelings
- Physical Changes in the Body
- Personal Safety

P.G.Diploma in Life Skills, Reproductive Health, Sexuality and Personal Safety

Duration: 1 year - 2 semesters

Aim: This program aims to impart Life Skills education through a combination of theoretical inputs and practical application in community-based interactions.

Brief Description: On successful completion of this program, the participants would have imbibed the skills as well as the core competencies required to utilize these skills in their lives for self-development as well as the progress of the community they choose to work in.

Topics:

- Life Skills – learning and **facilitating sessions** for children
- Aspects of Child and Teen Psychology and psychosocial development
- Sexual development, Physiology of male and female reproductive systems including conception, pregnancy, delivery and contraception, breastfeeding and care of the newborn
- Understanding common gynecological and male reproductive system disorders
- Nutritional requirements and preventive medicine for family members
- Answering children's questions and communicating with teenagers on gender and personal safety issues.
- Understanding and intervention in child sexual abuse/ sexual harassment

Certificate Course on Sexuality, Safety and Disability

Duration: 60 hours - 30 hours of interaction, 30 hours of practical work in 1-year

Phase 1 - 20 hours of online theoretical inputs, core messages, and link to activities in Enfold's Suvidha Kit.

Phase 2 - 10 hours of face-to-face training on how to use the Suvidha Kit, participants explain core concepts on sexuality and gender, mocks with social stories

Phase 3 - Application with children with disabilities - 24 hours - over 3 months

Phase 4 - Online mentoring and discussion on the experience - 6 hours over 6 months

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Aim: To train Special Educators, teachers and trainers of children with disabilities, especially intellectual disability, counselors, stakeholders who interact with students regularly like Principals, Coordinators, therapists, and trainers in sexuality, safety and life skills.

Brief Description: The course explains the sexual development of children and adolescents, facts, and myths associated with disability, especially intellectual disability. It helps develop a basic understanding of personal safety education, reproductive and sexual health, and the terms used in sexuality education. Through this participants can identify signs of child sexual abuse, facilitate in reporting of sexual abuse, manage the abuser, and help the affected child/adolescent. Participants demonstrate the skills of using the Suvidha kit and manual to teach adolescents with a disability how to build their self-esteem, develop a positive body image; practice Personal Body Safety Rules, and how to report if these rules are broken by someone in a more open, productive, goal-directed and fun way.

Topics:

- My Abilities and Behaviour
- Body Image and Behaviour
- My Feelings
- My Body - basics of reproductive health
- Body Safety Rules and sexuality etiquette
- Getting Help, Stopping the Rule Breaker

Restorative Justice for Students of Education, B Ed

Duration: 30 hours over 5 days

Aim: To understand how a restorative culture can be established in a school setting and how life skills can be discussed and imbibed by school students and staff through restorative practices and restorative circle process.

Brief Description:

The course has elements of experiential learning as the participants experience being in Circles and keeping Circles during the course

Topics:

1. Defining and Identifying Life Skills as detailed by WHO
2. Understanding how students can experience Life Skills through Restorative Circles
3. Understanding the role of Restorative Approaches in education, esp school setting
4. Experiencing facilitation of life skills through the Restorative Circle process
5. Understanding how teasing, bullying, and other types of harm could be addressed through Restorative Circles.

Demystifying Sexuality Course for Counsellors, Teachers, Social Workers, Parents, and Concerned Adults

A course on Human Sexuality, diversity, reproductive and sexual health, gender bias, sexual violence, and personal safety for counsellors, parents, teachers, social workers, and concerned adults.

Duration: 30 hours

Aim:

1. To mainstream conversations around sexuality, gender bias, sexual violence, and personal safety.
2. To enable participants to develop comfort with their sexuality - to experience one's sexuality without guilt or shame - with acceptance and respect; and express one's sexuality in ways that are joyful and respectful of ourselves and the dignity and rights of others.
3. To provide a deeper understanding and enable an acceptance of various aspects of sexuality - pleasure and sex positivity go hand-in-hand with the application of a rights-based, intersectional, restorative, and gender-transformative approach.
4. To equip adults with information on gender equity, comprehensive sexuality, and personal safety education with a rights-based and restorative perspective.
5. To enhance the feeling of empowered i.e., feeling confident of oneself and accepting and feeling good about oneself - to help one experience and express their sexuality with pleasure, dignity, and safety.
6. To prevent violence and discrimination that people are subjected to based on their gender and sexual identity - and create safer spaces where people are not marginalized based on their gender, sexual orientation, disability, social origin, or any other identity.
7. To empower adults to recognize and take action to stop and prevent gender-based violence and sexual abuse and to provide support and a healing environment to survivors and hold perpetrators accountable and responsible for their actions; thereby creating safer spaces for everyone to live a life of dignity and liberty;
8. To enable participants to bring in this knowledge of sexuality and empowering attitude in their interactions with children and adult community members in their professional and personal life.

Brief Description: This course uses the tools of role play, and activities to help adults learn about sexuality and build confidence in their own sexuality. Through this course participants will explore the biological understanding of the sexual and reproductive systems, diversity in sexual and gender identities, relationships, practices, and preferences; understand preventive and rehabilitative strategies in the context of child and adult sexual abuse; and how to develop a positive body image.

Topics: (applying a Rights-based, gender transformative, and intersectionality lens)

- Diversity in Sex
- Structure and Function of Sexual and Reproductive Systems
- Diversity in Sex, Gender, and Sexuality
- Development of Gender Identity and Sexual Orientation
- Gender Bias
- Self-Esteem and Body Image - their influence on sexuality and well-being
- Attitude towards sexual health and issues with reproductive health

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- Sexual Development in Children and Adolescence
- Attitudes towards Sexuality, including attitudes towards sexuality and disability
- Sexual Relationships, Practices and Preferences
- Sexual Violence against Adults
- Sexual Violence against Children
- Rights, laws and restorative approaches.

Sexuality, Gender, and Safety Educator Training Program for Teachers and Counsellors

Duration: 100 hours over a year

Aim: To train teachers and counsellors to be Sexuality, Gender, and Safety Educators.

We aim to work with the teachers and through them equip their students with skills to impart life skills-based gender equity, comprehensive sexuality, and personal safety education to children and community members that the students will interact with during their course and thereafter in their professional and personal life.

Brief description: To teachers of 5 disciplines - B Ed, Nursing, Social Work, Psychology, and Special Education - we offer **training** in how to facilitate Sexuality, Gender, and Personal Safety Education such that they are empowered to **conduct sessions on these topics for their students**. The course includes

1. Demystifying Sexuality Reference Book
2. Handbooks on Demystifying Sexuality customized to each of the 5 disciplines - it contains case scenarios and relevant reflective questions and discussion points.
3. PowerPoint Presentations for use in the classroom
4. Supportive videos - with Practitioner's Perspectives offered by people with experience in the relevant field.

Topics: (applying a Rights-based, gender transformative, and intersectionality lens)

- Diversity in Sex
- Structure and Function of Sexual and Reproductive Systems
- Diversity in Sex, Gender, and Sexuality
- Development of Gender Identity and Sexual Orientation
- Gender Bias
- Self-Esteem and Body Image - their influence on sexuality and well-being
- Attitude towards sexual health and issues with reproductive health
- Sexual Development in Children and Adolescence
- Attitudes towards Sexuality, including attitudes towards sexuality and disability
- Sexual Relationships, Practices and Preferences
- Sexual Violence against Adults
- Sexual Violence against Children
- Rights, laws and restorative approaches.

Steps in the training process:

- Step 1 - Demystifying Sexuality Course = 30 hours - 15 hours of training ONLINE
- Step 2 - Facilitation Training - Preparation = 30 hours -15 hours self-preparation, 15 hours presentation by the trainees (ONLINE)
- Step 3 - Facilitation Training - Observation of sessions taken by the Trainees for their students, feedback - 30 hours
- Step 4 -Ongoing discussion on topics, challenges faced - 10 hours in the year

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