# Sexual and Gender Non-Conformity

## What Refugee Professionals Need to Know and Do

**Leading the way to protect refugees in danger because of their sexual orientation or gender identity**

### Sexual and gender minority refugees

For expertise on sexual orientation, gender identity and gender expression in refugee populations, ORAM’s training and consulting services are unparalleled in their depth, sophistication, and accessibility.

### Institutional Clients

- Government refugee and asylum agencies
- Refugee services non-governmental organizations (NGOs)
- UNHCR and other intergovernmental organizations
- Resettlement agencies
- Other refugee service providers

### Trainees

- Adjudicators and Refugee Status Determination officers
- Interpreters
- Refugee and asylum program managers and policymakers
- Refugee services and resettlement professionals
- Health & human rights professionals
- Guards, drivers and other frontline staff

### Included in each workshop

- Two full day of training programme for up to 40 trainees
- Introduction plus up to five modules delivered in English or French (other languages on request)
- Experts in forced migration, sexual orientation, gender identity (SOGI), gender expression (GE) and adjudication of SOGI/GE refugee claims
- Customization of content to reflect local culture and subject matter tolerance
- Reference materials in English or French (training presentations, manual on sexual orientation and gender identity, glossary of terms, posters, buttons, etc.)

### Additional (not included)

- Trainee costs (transportation, lodging, per diems, etc.)
- Venue (training room, projection equipment, internet connection), catering (food, drinks)
- Specially-researched country of origin reports
- Training on domestic or regional immigration/asylum laws and procedures relating to SOGI/GE
- Ongoing consultation and guidance in evaluation and assessment of SOGI/GE asylum & refugee claims
Module Descriptions

Introduction
Understanding Sexual Orientation, Gender Identity & Gender Expression

Introduces the two-day training programme. Explains basic international refugee law and procedure as they related to SOGI/GE. Provides an overview of SGN flight patterns and routes. Lays out the goals and ground rules of openness and universal respect for the training.

Sensitization and Identification

Provides key terminology and concepts of sexual and gender nonconformity (SGN). Explores the life experiences and characteristics of SGN individuals. Deepens understanding of SGN refugees and their survival conditions.

Protecting SGN Refugees

Identifies the protection needs of SGN refugees in their countries of transit or first asylum. Examines the vulnerabilities of SGN refugees and provides recommendations for enhancing effective and geographically-specific protection capacity and resources.

Working with SGN Refugees

Emphasizes the importance of creating a safe environment for SGN refugees to fully and truthfully discuss their identities and stories. Includes workspace considerations, verbal and nonverbal communication, and SGN-appropriate intake and codes of conduct.

Assessing Credibility for SOGI/GE-based Claims

Enables accurate credibility assessment in SOGI/GE-based refugee claims. Sets out pre-interview and assessment considerations. Shares best practices for conducting interviews of SGN refugees. Suggests specific topics to probe in establishing SOGI/GE-based claims. Demonstrates how to effectively proceed with the interview.

Resettling or Integrating SGN Refugees

Highlights SGN-specific considerations in third-country refugee resettlement and integration.

Distinct Modular Approach
Fosters Effective Learning

www.oraminternational.org/en/training

Contact Us
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An effective, culturally relevant training for refugee and asylum professionals who work with sexual and gender minorities.

Identification
Protection
Credibility
Assessment
Resettlement
Integration

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