

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**

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.)

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**

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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