

Safe Disclosure Facilitation Package



What is the Safe Disclosure Facilitation Package?

The UNHCR Safe Disclosure Facilitation Package provides ready-to-go facilitation or self-study materials, with the objective to build basic understanding of, and capacity in, handling disclosures of gender-based violence (GBV) following the survivor-centred approach. The workshop based on the Package is intended for UNHCR and partners' frontline workforce, working across different sectors of the humanitarian response and who are in direct contact with displaced and stateless persons, this could include diverse colleagues such as drivers and security guards. The Package builds upon and complements the [IASC GBV Guidelines](#) for Integrating GBV Interventions in Humanitarian Actions and [IASC Pocket Guide Training Package](#) on *How to support survivors of GBV when a GBV actor is not available in your area*, with additional content to be used by UNHCR and partners in IDP, refugee and mixed settings.

How do I use the Package?

The Package is meant to be used as facilitation material for an in-person workshop. The Package can be adjusted by the facilitator for online delivery or used as self-study material. It is recommended that facilitators adapt the content of the Package to their context and audience before delivering the workshop. In addition to the core content, all sessions include additional optional content and interactive exercises and scenarios, aimed at promoting further discussion, critical thinking, and exchange between learners. Optional slides are marked with an icon for facilitators to include or to omit. It is recommended that the facilitator removes the icon when deciding to use the slide. Not all slides and information apply to UNHCR's partners and facilitators are encouraged to review the material and select/adapt the content that is most relevant to their target audience. Prior to undertaking a workshop or self-study based on this Package, learners are recommended to complete UNHCR GBV online course Level 1 and 2 ([link for UNHCR workforce](#) / links to [Level 1](#) and [Level 2](#) for external partners).

What are the different components of the Package?

The Package consists of a PowerPoint presentation with extensive facilitator notes as well as activity sheets, with interactive exercises and scenarios, and links to other important learning resources and guidance. The five sessions of the Package cover GBV basic concepts, the role of non-GBV specialists, the survivor-centered approach, GBV response services and referral pathways, and how to handle a disclosure and safely refer adult and child GBV survivors, as well as do's and don'ts in handling disclosures. The activity sheets are marked per topic and activity type (discussion, activity, group work) and are meant to be used separately from the full Package, as part of other learning initiatives, but could also assist the facilitator in guiding some of the more complex exercises. In addition, the Package offers a pre/post knowledge, beliefs and attitudes test that allows facilitators to measure the outcomes of the training.

Do I need to be a GBV expert to facilitate a workshop based on the Package?

Facilitators of the Package should be experienced GBV specialists. It is recommended that the workshop based on this Package is co-organized with technical sector leads and/or Heads of Field or Sub-Offices who can support the engagement of UNHCR and partners' frontline workforce in the learning. The session on handling disclosures of child survivors could be co-facilitated with a child protection specialist, if needed. For facilitators, the prior completion of [UNHCR GBV online course Level 1 and 2](#) as well as a self-study of the Inter-Agency Minimum Standards for GBV in Emergencies, are mandatory. Another recommended useful resource for facilitators is the [Facilitator's Guide: Applying and Understanding the Inter-Agency Minimum Standards for GBV in Emergencies Programming](#).

How many hours is the workshop based on the Package?

The Package can be facilitated in separate segments, or in a consecutive workshop format. The core content takes approximately 6 hours and 45 minutes to deliver, including at least 165 minutes of interactive discussions and exercises. The optional part accounts for around 150 minutes. These timeframes indicate estimations and may vary according to the facilitation modality (in-person/online), the number of participants as well as how facilitators may adapt the package based on their context and audience.

In what languages is the Package available?

The Package is available in Arabic, English, French and Spanish.

How do I access the Package?

The Package is accessible via the [UNHCR GBV Learning Hub](#) and the [UNHCR GBV Toolkit](#).

For questions related to the Package, please contact UNHCR's Global Learning & Development Centre (hqglcpr1@unhcr.org).

