TRUSTGATE CORPORATE SKILLS
Professionalism, a gateway to Corporate excellence
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GENDER BASED VIOLENCE PREVENTION IN ORGANIZATIONS

Introduction

This course is designed to provide participants with a practical and comprehensive understanding of gender-based violence (GBV), its root causes, and evidence-based approaches to prevention and response within organisations and communities. The training introduces participants to the forms and scope of GBV, the legal and policy frameworks that protect survivors, and the institutional structures that support prevention and response. It also explores how organisations can build safer, more inclusive environments that actively reduce the risk of gender-based violence. Participants will gain knowledge on prevention strategies at the individual, community, and institutional levels, including bystander intervention and the engagement of men and boys in prevention efforts. The course further examines survivor-centred response, psychological first aid, referral pathways, and safety planning, as well as how organisations can build lasting capacity and coordination to sustain prevention efforts. Through practical examples, case studies, and interactive discussions, participants will strengthen their ability to recognise risk, respond appropriately, and contribute to safer organisations and communities.

Course Objectives

- Explain the meaning, forms, and scope of gender-based violence
- Describe the root causes and risk factors associated with GBV
- Understand the legal, policy, and institutional frameworks protecting survivors
- Apply primary, secondary, and tertiary prevention strategies
- Apply bystander intervention techniques
- Engage men, boys, and the wider community in GBV prevention
- Apply survivor-centred, trauma-informed response principles
- Facilitate appropriate referrals across health, legal, and psychosocial services
- Contribute to building institutional capacity for GBV prevention and response

P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi

Course Modules

> Module 1: Understanding Gender-Based Violence
- Definitions and forms of GBV (physical, sexual, emotional, economic, psychological)
- Root causes and risk factors
- Gender norms, power dynamics, and inequality
- Myths and misconceptions about GBV
- Prevalence and impact on individuals, families, and communities

> Module 2: Legal, Policy, and Institutional Frameworks
- National and international legal frameworks on GBV
- Survivor rights and protections
- Institutional policies and reporting mechanisms
- Roles of law enforcement, health, and social services
- Confidentiality and data protection in GBV response

> Module 3: Prevention Strategies and Early Intervention
- Primary, secondary, and tertiary prevention approaches
- Community-based prevention programmes
- Bystander intervention techniques
- Engaging men and boys in prevention
- Safe spaces and awareness campaigns

> Module 4: Survivor-Centred Response and Support
- Principles of survivor-centred care
- First-line support and psychological first aid
- Referral pathways (health, legal, psychosocial, security)
- Trauma-informed communication
- Safety planning for survivors

> Module 5: Institutional Capacity Building and Sustainability
- Developing organisational GBV prevention policies
- Training and capacity building for staff
- Monitoring, evaluation, and reporting systems
- Multi-sectoral coordination and referral networks
- Advocacy and sustaining prevention efforts

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