Gender-Based Violence Prevention at Work Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender-Based Violence Prevention at Work Training Course provides a robust framework to address the complexities of workplace harassment, technology-facilitated abuse, and the interconnectedness of domestic violence and professional productivity. By integrating intersectional analysis and trauma-informed responses, organizations can dismantle the structural power imbalances that allow GBV to persist, ensuring a dignified environment for all employees regardless of gender identity or expression.

In 2026, the "business case" for GBV prevention is undeniable: addressing these issues directly mitigates legal risk, reduces talent attrition, and strengthens brand integrity. This course moves beyond "check-the-box" modules to foster active allyship and leadership accountability. Participants will engage with evidence-based interventions designed to shift workplace norms, moving from mere awareness to measurable action. Through this curriculum, the organization commits to a zero-tolerance reality, transforming the workplace into a safe haven that prioritizes the well-being and human rights of its most valuable asset its people.

Programme Curriculum

Gender-Based Violence Prevention at Work Training Course

Introduction

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Course Objectives

1. Articulate the spectrum of GBV, including coercive control, economic abuse, and micro-invalidations.
2. Navigate 2026 regional and international labor law frameworks (e.g., ILO Convention 190).
3. Master the 5Ds of Intervention (Direct, Distract, Delegate, Delay, Document) to interrupt harm safely.
4. Recognize and mitigate technology-facilitated GBV, such as cyber-stalking and non-consensual image sharing.
5. Implement first-response protocols that prioritize confidentiality, safety, and agency.
6. Examine the roles of patriarchy, toxic masculinity, and unconscious bias in the workplace.
7. Analyze how GBV affects individuals differently based on race, disability, and sexual orientation.
8. Develop strategies for supporting employees experiencing intimate partner violence at home.
9. Translate "paper policies" into active reporting mechanisms that employees trust.
10. Equip managers to model inclusive behaviors and enforce consequences fairly.
11. Conduct gender-sensitive audits to identify physical and psychological "hotspots" for risk.
12. Understand the trauma-impact of GBV on cognitive performance and psychological safety.
13. Use ethical data collection to track the effectiveness of prevention initiatives.

Target Audience

- Executive Leadership & Board Members (for strategic risk management)
- Human Resources & People Operations Professionals
- Occupational Health and Safety (OSH) Officers
- Departmental Managers and Team Leads
- Diversity, Equity, and Inclusion (DEI) Committees
- Frontline Employees and Staff
- External Contractors and Supply Chain Partners
- Employee Resource Group (ERG) Leaders

Course Modules

Module 1: The Spectrum of Modern GBV

- Defining GBV-Beyond physical violence to psychological and economic harm.
- The Power & Control Wheel in a professional context.
- Micro-aggressions as precursors to systemic violence.
- The impact of workplace culture on silence and reporting.
- Case Study: The "High-Performer" Trap – Addressing a top earner’s subtle bullying.

Module 2: Technology & Digital Accountability

- Identifying cyber-harassment on corporate communication tools (Slack, Teams).

- The ethics of non-consensual data sharing and "doxing."
- Managing remote work vulnerabilities and virtual stalking.
- Establishing a Digital Code of Conduct.
- Case Study: The Virtual Boundary – Resolving unwanted after-hours video calls.

Module 3: Intersectional Prevention Strategies

- How racism and xenophobia exacerbate GBV risks.
- Protecting LGBTQ+ employees from targeted workplace hostility.
- The unique risks faced by employees with disabilities.
- Creating inclusive reporting channels for marginalized groups.
- Case Study: The Intersection of Bias – Supporting a trans woman of color in a hostile team.

Module 4: Active Bystander & Upstander Training

- The Bystander Effect and why we stay silent.
- Practical drills on the 5Ds of Intervention.
- Building a culture of collective responsibility.
- De-escalation techniques for verbal hostility.
- Case Study: The Coffee Machine Comment – How a junior staffer redirected a senior’s joke.

Module 5: Survivor-Centered Disclosure & Support

- Psychological First Aid for workplace disclosures.
- Maintaining absolute confidentiality vs. mandatory reporting.
- Designing Workplace Safety Plans for survivors.
- Referral pathways to external psychosocial support.
- Case Study: The Home-Work Bridge – Supporting an employee whose partner stalks the office.

Module 6: Policy, Law, and Institutional Accountability

- Understanding the ILO C190 and 2026 legal mandates.
- The Whistleblower Protection mechanism for GBV cases.
- Conducting trauma-informed investigations.
- Fairness and due process for all parties involved.
- Case Study: The Transparent Audit – Revamping a legacy HR policy after a failed report.

Module 7: Leadership & Cultural Transformation

- The role of vulnerable leadership in setting the tone.
- Moving from compliance to commitment.
- Recognizing burnout as a result of toxic environments.
- Implementing Gender-Responsive Budgeting for training.
- Case Study: The CEO’s Mandate – A 12-month cultural shift in a manufacturing firm.

Module 8: Monitoring, Evaluation, and Sustainability

- Using anonymized data to track "Red Flag" behaviors.
- Measuring trust through Pulse Surveys.
- Continuous improvement: The Annual GBV Report.
- Sustaining awareness beyond the initial training.
- Case Study: Data-Driven Safety – How "Safety Audits" reduced harassment by 40%.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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