

This resource for all staff implementing development programs. It accompanies CARE's [GBV Guidance for Development Programs](#).

GBV integration resource:

## Staff training to support GBV integration & programming

**It is vital all program staff receive the relevant level of training to enable them to respond appropriately and mitigate the risks of GBV within programs.**

*This resource outlines relevant CARE policies and training. For up-to-date details of training available, visit the [training page](#) of the GBV Hub on CARE Shares.*

### Training on gender and power

CARE and partner staff at all levels should undergo training which strengthens their ability to critically reflect on gender and power, understand the dimensions of GBV and its consequences, and facilitate community-level action. This might include CARE's [Reflections on Equity, Diversity and Inclusion \(REDI\)](#) curriculum and/or [Social Analysis and Action \(SAA\)](#).

- **REDI training** is available through CARE's Global Gender Cohort. Contact [gendercohort@care.org](mailto:gendercohort@care.org) for more information.
- **SAA sessions** can be facilitated by Global Gender Cohort members, who may also be able to assist with contextualizing manuals for specific programs. Contact [gendercohort@care.org](mailto:gendercohort@care.org) for more information.

### Training on Prevention of Sexual Harassment, Exploitation and Abuse (PSHEA)

All staff are required to complete online training on PSHEA to be able to recognize potential signs of abuse, respond to survivors, and safely and appropriately report all concerns.

- **PSHEA training** is available through [CARE Academy](#).

### GBV First-Line Support Training

Staff and partners directly involved in first-line support should receive **GBV First-Line Support Training** and, where relevant, **WHO 2019 training for health providers**.

- CARE has developed draft [GBV First-Line Support Training](#).

### GBV Integration Training

**GBV Integration Training** supports teams to integrate GBV in the whole program cycle and includes how to use the GBV integration toolkit. The training is a combination of training sessions and accompaniment.

- **GBV Integration training** is available through CARE's Gender Justice team.
- Examples of project-specific GBV Risk Mitigation training include these from the [IMAGINE project](#) and the [Tipping Point project](#).

### GBV Prevention Training

**GBV Prevention Training** supports participants to deepen their understanding of GBV prevention programming approaches and strengthen their capacity to design and implement quality GBV prevention programs

- **GBV prevention training** is available through CARE's Gender Justice team.