



“Strengthening the Feminist Movement to Fight Against Violation of Rights”

Report on
Training on Human Rights Fact Findings – Case
Management and Reporting



Date: 13, 14 & 15 January, 2025
Venue: Hall room of Nice Foundation
Organized by: Nice Foundation
Supported by: CREA
Target Group: Project staff and CSO
Moderator: Afroz Zahan

Introduction:

A three-day long training on Fact findings – Case Management and Reporting has organized by Nice Foundation with supported from CREA. The training held at Hall room of Nice Foundation Head Office, Khulna. There were 13 female and 3 male participants (a total of 16 participants) from CSO and staffs of Nice Foundation's FON project present in the training. The honorable Executive Director of Nice Foundation, M. Mujibor Rahman and Rabeya Sultana, Program Director (PD) of Nice Foundation were also present in this training. The Govt. Official Manab Ranjan Bachhar, Social Services Officer has enlightened the Training session as a special guest.

Description of Day-1 Training

Afroz Zahan, Priject Coordinator, FON Project, Nice Foundation moderated the training. The training was started with welcoming of Executive Director of Nice Foundation, M. Mujibor Rahman. Then the Program director Rabeya Sulnata also greeted and welcomed to everyone and thanked them for participating in the training.

Inauguration Session and discussion on Project Summary of FON Project

After the greetings and introductions, Executive Director, M. Mujibor Rahman began his session. First, he showed a video highlighting the various activities of the NICE Foundation. Then he conducted a power point presentation about the FON project. The session was structured to address the following key areas:

1. **Project Title:** Strengthening the Feminist Movement to Fight Against Violation of Rights
2. **Project Duration:** September 01, 2024 – February 28, 2026
3. **Location of the Project:** The project will be implemented in 20 villages of Batiaghata and Dumuria Upazila in Khulna district, with additional awareness, sensitization, and advocacy campaigns in 8 other districts of Bangladesh through 10 Civil Society Organizations (CSOs).
4. **CSOs Involved:** 1. Manobadhikar Songoskriti Foundation (Dhaka), 2. Banchte Shikha (Jashore), 3. Aid Cumilla (Cumilla), 4. WE (Jinaidah), 5. SEBA (Bagerhat), 6. ASSWD (Chalna), 7. SKUS (Cox's Bazar), 8. Prerona (Sathkhira), 9. Dhruva (Khulna), 10. SUVO (Barisal)

5. **Project Overview:** The project focuses on strengthening feminist movements to combat the widespread violation of rights, particularly concerning women and marginalized groups. Key areas of violation include gender-based violence (GBV), discrimination, and economic inequality, which undermine human dignity and perpetuate systemic oppression. The project aims to equip feminist leaders and activists with the tools, networks, and support needed to create lasting social change and ensure women's voices are central in human rights advocacy.



6. **Objectives:**

- Strengthen the capacity of CSOs, feminist human rights defenders, and community young women leaders to raise their voices for change.
- Sensitize and capacitate various community groups (women, girls, boys, caregivers) on preventing GBV and establishing gender justice.
- Facilitate community participation in gender norms, values, and decision-making processes.
- Enhance collaborative advocacy and movement-building efforts at local, regional, and national levels.
- Build solidarity, capacity, and mobilize resources to strengthen the feminist movement against rights violations.

7. **Beneficiaries:** The project will directly benefit over 11,711 individuals and indirectly impact approximately 45,000 people. The beneficiaries include women, girls, youths, persons with disabilities, transgender individuals, caregivers, parents, teachers, community leaders, and local authorities. These groups will be engaged in awareness-raising, advocacy initiatives, and capacity-building activities.

8. **Key Activities:**

- **Capacity Building Workshops:** Training feminist leaders and activists on human rights, gender justice, and advocacy strategies.
- **Advocacy Campaigns:** Raise awareness about gender-based violence and women's rights through media outreach and community engagement.
- **Coalition Building:** Establish partnerships with feminist and human rights organizations to strengthen collective action.
- **Community Dialogues:** Organize discussions on gender equality, women's empowerment, and fighting rights violations at the community level.
- **Legal Support Services:** Provide legal aid to women and girls facing GBV and discrimination.

- **Monitoring and Reporting:** Develop mechanisms to track violations of women's rights and report them to relevant authorities and international platforms.
- **Leadership Development:** Promote women's leadership at the grassroots and policy-making levels.
- **Safe Spaces:** Establish supportive environments for women and girls to discuss their issues, seek help, and access resources.

9. **Expected Outcomes:**

- Strengthened capacity of CSOs, community young women leaders, and human rights defenders.
- Increased awareness and action to prevent and reduce GBV and promote gender justice.
- Improved community participation in gender norms and decision-making processes.
- Enhanced collaborative advocacy efforts at local, regional, and national levels.
- A strengthened feminist movement with an empowered network of leaders and organizations advocating for women's and marginalized groups' rights.

10. **Key Results:**

- Empowerment of women, activists, and communities to combat GBV and rights violations.
- Creation of safe spaces for women and girls, fostering stronger coalitions and enhanced legal support systems.
- Development of women leaders as advocates for gender equality and human rights.
- Promotion of reforms at local and national levels to address systemic gender inequalities.

11. **Conclusion:** By the end of the project, the feminist movement will be significantly strengthened, with lasting impacts on the fight against rights violations. The relationships and networks established, alongside the skills developed, will provide a sustainable foundation for continued activism and advocacy. The momentum built will support ongoing efforts toward justice, equality, and dignity for all, ensuring that the movement continues to evolve and grow in its pursuit of gender justice.

Greeting's speech and description of the activities of the Social Services Department

After the ED's presentation, the Social Service Officer, Manab Ranjan Bachhar attended the program. He delivered a welcome speech to the participants. In his speech, he highlighted the various social and public welfare activities of the Department of Social Services which are carried out for the underprivileged people. The social service activities he mentioned are:

- Assistance to orphaned children
- Assistance to disabled children
- Lifetime allowance for the disabled
- Old Age allowances
- Assistance to orphanages
- Training programs
- NGO registration
- Medical assistance for six complex diseases such cancer, thalassemia, liver cirrhosis, kidney, paralyzed stroke and congenital heart diseases.
- Medical assistance for poor patients



Welcome and Orientation of Fact Findings Training

This 3-day training program on Human Rights Fact findings – Reporting and Case Management was designed to equip participants with necessary knowledge, skill and practical tools to identify, document, and report human rights violations. The training focused on the role of Human Rights Defenders (HRDs), the state's responsibility in protecting human rights, and advanced skills in fact-finding and reporting. In addition, the program included essential discussions around Gender-Based Violence (GBV) case management with Rohingya Camp, Cox's Bazar context on the third day, emphasizing specialized considerations in handling sensitive cases.

First day began with an ice-breaker activity to foster a collaborative environment, followed by an overview of the training agenda. Participants shared their expectations, setting the stage for focused learning throughout the training.

Session on Human Rights and State Roles and Responsibilities. Criminal Offence and Human Rights Violation

This training session aimed was to deepen participants' understanding of human rights, their intersection with crime, and the roles and responsibilities of states in the protection and promotion of these rights. The session provided a detailed exploration of various types of human rights violations and the state's role as a duty-bearer. Participants engaged in discussions, case studies, and interactive activities to apply the concepts discussed.

1. Idea about human Rights and Crime:

- **Definition of Human Rights:** The session began with a clear definition of human rights as fundamental entitlements inherent to all people, regardless of nationality, gender, ethnicity, or other status. These rights are universally recognized and form the basis for a dignified life. Participants were encouraged to think about human rights not just as abstract principles, but as practical safeguards for personal freedoms and justice.

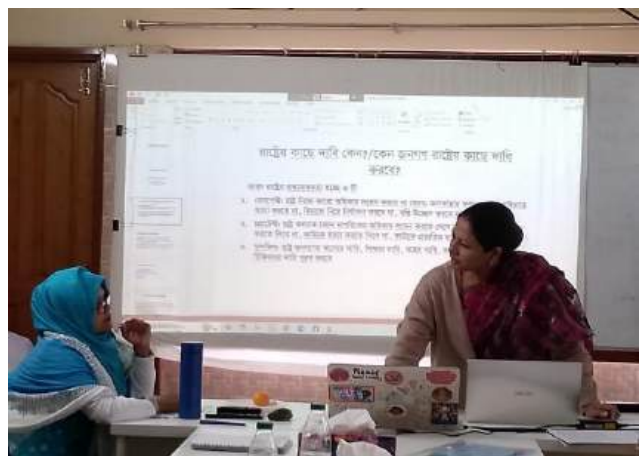
- **Intersection of Human Rights and Crime:** The facilitator emphasized the distinction between ordinary crimes, such as theft or assault, which violate an individual's rights, and more systematic crimes like genocide or political repression that involve state-sanctioned violations. This discussion allowed participants to understand the varying scales and contexts of rights violations, highlighting that while all crimes violate rights, human rights violations can also be perpetrated by the state, often on a larger scale

2. Types of Human Rights Violations:

- **Civil and Political Rights Violations:** The session explored violations related to freedom of speech, political participation, and personal freedom. Examples included unlawful detention, censorship, and extrajudicial killings. Participants discussed real-world scenarios such as political imprisonment and media suppression, recognizing the serious threats these violations pose to democracy and justice.
- **Economic, Social, and Cultural Rights Violations:** Moving beyond the political sphere, the session addressed violations of rights that relate to an individual's quality of life, such as access to education, healthcare, and fair wages. The facilitator highlighted the role of the state in ensuring equitable access to basic social services. Real-life examples, including poverty-driven inequality and denial of healthcare, were discussed to shed light on the widespread nature of these violations.
- **Gender-Based and Child Rights Violations:** The facilitator also emphasized the specific challenges faced by women and children. These groups are often disproportionately affected by human rights violations due to systemic inequalities. Gender-based violence, child labor, and child marriage were discussed as critical areas where the state must intervene to protect vulnerable populations.

3. State's Role and Responsibility in Promoting Human Rights:

- **Role as a Duty-Bearer:** The session emphasized the role of the state as the primary duty-bearer responsible for respecting, protecting, and fulfilling human rights. Participants were encouraged to reflect on the state's obligation to ensure that human rights are not only guaranteed through laws but also actively protected in practice.
- **Accountability Mechanisms:** The importance of having robust legal frameworks and independent institutions, such as human rights commissions or ombudsman offices, was discussed. The facilitator explained that the state's commitment to human rights is only meaningful when mechanisms for accountability exist, enabling citizens to seek justice and remedy for violations.
- **Challenges and Limitations:** The session concluded with a discussion on the barriers that can hinder the state's ability to protect human rights. These include corruption,



political instability, and a lack of resources. Participants examined how these challenges might affect the state's duty to uphold human rights and considered potential solutions to overcome these obstacles

Case Study discussion: Understanding Human Rights Violation

- **Objective:** To analyze real-world human rights violations and their implications.
- **Process:** Participants were divided into small groups, each provided with a documented case study of a human rights violation. They were tasked with identifying the types of rights violated and proposing potential actions the state could take to address the issue.
- **Outcome:** The case study discussions were insightful, with participants demonstrating a clear understanding of how to categorize violations and the state's duty to act. The exercise encouraged critical thinking and practical application of theoretical knowledge.

Key Learning Outcomes:

- Understanding of Human rights
- Role of the State in human rights
- Practical Application

Session on Roles and Responsibilities of Human Rights Defenders (HRDs)

In this session facilitator discussed the important role of human rights defenders (HRDs) in promoting and protecting human rights, emphasizing qualities such as integrity, courage, and compassion. Participants discussed the various risks HRDs face, including physical harm, legal threats, and emotional distress, and brainstormed strategies for risk mitigation.

▪ Objective:

The objective of this session was to build awareness among participants about the roles, responsibilities, qualities, and risks associated with being a Human Rights Defender (HRD). The goal was to empower participants with the knowledge needed to carry out their duties effectively and safely, while also ensuring they are aware of the challenges that may arise in the process.

▪ Content Overview:

1. Who is an HRD?

- **Definition:** Human Rights Defenders (HRDs) are individuals, groups, or organizations working to promote, protect, and advance human rights at the local, national, or international levels.
- **Scope of Activities:** HRDs are involved in a range of activities, including advocacy, documentation of human rights abuses, raising awareness, providing legal aid, and direct actions to safeguard rights.
- **Examples:** Journalists who expose corruption, lawyers defending marginalized groups, and activists advocating for environmental rights all fall under the category of HRDs.

2. Qualities of an Effective HRD

- **Integrity:** HRDs must uphold ethical and moral principles in their work.

- **Courage:** They must be willing to confront challenges and risks, often in the face of opposition.
- **Empathy:** Understanding and valuing the experiences of others is essential.
- **Knowledgeable:** A strong understanding of human rights frameworks, laws, and international mechanisms is crucial.
- **Communication Skills:** HRDs must be able to effectively communicate with diverse audiences and stakeholders, ensuring their message is clear and impactful

3. Obligation and Selection of HRDs

- **Obligations:**
 - Upholding impartiality and non-discrimination.
 - Ensuring confidentiality and adhering to ethical practices.
 - Advocating for justice, fairness, and equality.
- **Selection Criteria:**
 - A demonstrated commitment to human rights values.
 - An understanding of local contexts and challenges.
 - Willingness to collaborate with affected communities and other organizations to achieve positive change.

4. Risks of Being an HRD

- **Threats and Intimidation:** HRDs face the risk of physical harm, harassment, or surveillance due to their work.
- **Legal Risks:** HRDs are vulnerable to arbitrary detention, false accusations, or legal restrictions, particularly in restrictive political environments.
- **Emotional and Psychological Stress:** The toll of working in high-risk environments can cause significant emotional and psychological strain.
- **Mitigation Strategies:** Participants were introduced to the importance of self-care, networking with other HRDs, and seeking legal support mechanisms as strategies to manage and mitigate risks effectively.

Group Discussion: Identifying Qualities, Obligations and Risks of HRDs

- **Objective:** This activity aimed to encourage participants to reflect on the practical realities and challenges HRDs face in their work.
- **Process:** Participants were divided into small groups to discuss the following key topics:
 - What are the essential qualities of an effective HRD?
 - What obligations do HRDs have toward their communities and themselves?
 - What risks do HRDs face, and how can they mitigate these risks?
- After the discussion, each group presented their findings to the larger group, which facilitated a plenary discussion.

- **Facilitator's Role:** The facilitator guided the groups with questions to stimulate discussion and ensured that key points were highlighted during the plenary.

Key Learning Outcome: By engaging in this activity, participants gained a deeper understanding of the roles, qualities, and challenges of HRDs, which fostered a spirit of collaboration and mutual support within the group.



- **Expected Outcomes:**
 - **Understanding of HRDs' Roles and Responsibilities:** Participants demonstrated a clear understanding of the definition, roles, and responsibilities of HRDs.
 - **Recognition of Essential Qualities:** Participants were able to identify and articulate the key qualities required to be an effective HRD, such as integrity, courage, and empathy.
 - **Awareness of Risks and Risk Management:** Participants gained insights into the various risks HRDs face and learned strategies to manage and mitigate these risks, including self-care, networking, and legal support.
 - **Fostering Teamwork and Resilience:** The group discussion promoted a sense of shared purpose, camaraderie, and resilience, encouraging participants to collaborate and support each other in their HRD efforts.

Session on Risk and Protection of Human Rights Defenders

Objective:

The main objective of this session was to increase awareness among HRDs about the risks they face and how to effectively protect themselves. It aimed at providing HRDs with the necessary knowledge to understand the challenges and threats they may encounter in their work and how to develop practical measures to protect themselves.

Content Covered:

1. Risk of HRDs:

Participants learned about the various risks HRDs may face, including physical, psychological, and legal risks, as well as digital threats. These risks are often amplified due to the nature of the work, as HRDs are frequently targets for their advocacy, reporting, and actions.

2. Risk and Threat Measures:

Discussion focused on how to identify, assess, and respond to these risks. HRDs were encouraged to adopt a risk management approach, which includes assessing threats, implementing preventive measures, and developing response strategies.

3. Analysis of Protection Plans:

The session provided insights into the structure and components of a protection plan. HRDs were guided on how to create personalized protection plans to mitigate risks. Elements like emergency contacts, secure communication strategies, and evacuation plans were emphasized.

Activities:

- **Open Discussion: Identifying Risks, Threats, and Protection Strategies:**

In this interactive session, participants shared their experiences regarding the risks they face in their work and discussed various protection mechanisms. Group members brainstormed on measures that can be taken to safeguard their physical, emotional, and digital safety.

Session on Exploring Human Rights Violation Fact-Finding

Objective:

This session aimed to introduce the concept of human rights fact-finding, discuss its purpose, and outline the procedures or steps involved in the fact-finding process. This is crucial for addressing human rights violations and ensuring accountability.

Content Covered:

1. Purpose of Fact-Finding:

Fact-finding in human rights is the process of gathering and analyzing information to determine the facts surrounding alleged violations of human rights. The aim is to:

- **Document violations:** Establish a clear record of what happened.
- **Ensure accountability:** Identify those responsible for violations.
- **Provide support to victims:** Collect evidence that can be used in legal or advocacy efforts.
- **Prevent further violations:** Share findings to raise awareness and encourage action to stop human rights abuses.

2. Identification of Important Information, Evidence, and Proofs:

Participants learned what constitutes valid evidence in human rights fact-finding, including eyewitness testimonies, physical evidence, expert opinions, and photographic or video documentation. The need for careful analysis of the context and source of information was discussed.

3. Steps for Fact-Finding:

The fact-finding process involves multiple steps to ensure accuracy, reliability, and thoroughness:

- **Planning:**
 - Identify the scope of the investigation.
 - Define key questions and objectives.
 - Select a team with the necessary expertise.
- **Gathering Evidence:**
 - Conduct interviews with victims, witnesses, and experts.
 - Collect documents, photographs, or videos relevant to the case.
 - Ensure ethical considerations, like confidentiality and protection of sources.
- **Analysis:**
 - Organize the evidence collected and assess its credibility.
 - Cross-check sources to verify facts.
 - Identify patterns or trends related to the human rights violation.
- **Reporting:**
 - Compile a fact-based, comprehensive report that outlines the findings.
 - Ensure that the report is clear, concise, and accessible to various stakeholders (e.g., governments, organizations, or the public).
- **Advocacy and Follow-up:**
 - Share findings with relevant authorities, NGOs, and international bodies.
 - Monitor progress on accountability or changes following the fact-finding report.

Activities:

- **Group Activity: Identifying Information, Interviewees, and Evidence:**

In this group activity, participants were tasked with identifying crucial information, potential interviewees, and types of evidence they would need to gather in a hypothetical case of human rights violations. This exercise encouraged collaboration and practical application of fact-finding techniques.

Key Takeaways:

- Effective fact-finding is essential for documenting human rights violations and supporting the claims of victims.
- Clear protocols must be followed to ensure the evidence is reliable and admissible.
- Ethical considerations, such as protecting the identities of victims and ensuring informed consent for interviews, are central to responsible fact-finding.



Day-1 Wrap-Up

At the end of the day, participants engaged in a reflective activity to share their key takeaways and insights from the sessions. This provided an opportunity to consolidate learning and clarify any outstanding questions.

Group Reflections:

- Several participants shared that the risk assessment and protection planning session gave them a clearer understanding of how to better safeguard themselves and their work.
- There was notable appreciation for the practical activities, such as the group discussion on risks and threats, which helped HRDs identify immediate protection needs.
- Regarding the fact-finding session, many participants expressed the importance of structured and ethical approaches to collecting evidence, as it can have significant consequences in human rights cases.

Output:

The overall output from Day 1 was a shared understanding of foundational concepts related to the protection of HRDs and effective fact-finding procedures. The discussions, exercises, and reflections allowed participants to better grasp the significance of their role in human rights protection and the ethical and practical tools required for successful advocacy

Description of Day-2 Training

At the beginning of the second day of training, moderator Afroz Zahan, PC, FON Project, NF conducted a recap session of the first day of training. All the participants participated

spontaneously in the recap session. After that, facilitator Most. Tania Khatun conducted the following sessions of the Fact Findings.

Session on Protecting and Promoting Human Rights: Challenges and Way-out

Objective:

The objective of this session was to equip participants with the skills and knowledge to effectively prevent, protect, and promote human rights in their communities. By identifying challenges to human rights work and developing practical solutions, HRDs aimed to strengthen their efforts in protecting human rights.

Content Covered:

1. Challenges to Preventing Human Rights Violations (HRV):

- **Lack of Awareness and Education About Human Rights:** A key challenge identified was the general lack of awareness regarding human rights, which often results in violations being ignored or misunderstood.
- **Societal Norms, Prejudices, and Resistance to Change:** Deep-rooted societal norms and prejudices that justify or ignore violations were recognized as significant barriers to human rights protection. This includes resistance to gender equality, racial justice, and other human rights principles.
- **Systemic Barriers:** Corruption, weak Governance, and inadequate law enforcement were highlighted as systemic challenges that hinder the protection of human rights.
- **Limited Access to Support Services:** Limited access to essential services like legal aid, psychosocial support, and other resources was noted as a significant impediment for victims of human rights violations.

2. Ways Out (Mechanisms for Addressing Challenges):

- **Advocacy and Awareness-Raising Campaigns:** HRDS can counter the lack of awareness by running educational campaigns within communities to highlight human rights issues and engage people in human rights protection.
- **Collaboration with Local Organizations and Authorities:** Strengthening collaboration with local entities such as NGOs, local authorities, and international organizations can help build a united front for human rights advocacy.
- **Enhancing Reporting Mechanisms:** Developing accessible, efficient, and timely reporting mechanisms allows victims to report violations without fear of retribution and ensures action is taken swiftly.
- **Building Personal Resilience and Community Solidarity:** HRDs can foster resilience through self-care and mutual support. Building community solidarity around victims and defenders strengthens their position and creates a support system.

3. Importance of Rapport, Confidentiality, and Informed Consent:

- **Building Trust with Survivors and Stakeholders:** Trust-building was identified as essential for effective advocacy. HRDs must create a safe space where survivors can share their experiences openly.
- **Confidentiality:** Ensuring confidentiality was emphasized to protect individuals from harm or retaliation. HRDs were encouraged to handle sensitive information with utmost care.
- **Informed Consent:** Obtaining informed consent before taking action or sharing information was presented as a vital ethical practice to ensure the rights and autonomy of survivors are respected.

Activities:

- **Group Discussion: Barriers and Overcoming Mechanisms to Accessing Support Services:** Participants were split into small groups to discuss barriers to accessing support services and suggest overcoming mechanisms. Common barriers identified included stigma, lack of resources, and bureaucratic delays. Suggested solutions included creating community-based support networks, using digital tools for reporting, and advocating for better resource allocation.

Key Takeaways:

- Awareness-raising campaigns and education are essential for preventing human rights violations.
- Building strong networks and collaborative efforts can mitigate systemic barriers to human rights protection.
- Trust, confidentiality, and informed consent are foundational elements for ethical human rights work.

Session on Legal and Policy Frameworks

Objective:

The objective of this session was to provide participants with a thorough understanding of national laws, international conventions, and the rights-based approach to combating human rights violations. It also aimed to help HRDs use legal frameworks to protect vulnerable groups and hold perpetrators accountable.

Content covered:

1. **Fundamental rights and the Universal Declaration of Human Rights (UDHR):**
 - An overview of fundamental rights guaranteed under national constitutions was presented. These rights align with the UDHR, which serves as the foundation for international human rights law. Participants discussed the relevance of these rights in local contexts and how HRDs can advocate for their enforcement.

2. International Conventions:

The session covered major international human rights treaties, including:

- **International Covenant on Civil and Political Rights (ICCPR):** Focused on civil liberties and political rights, ensuring freedoms such as speech, assembly, and fair trial.
- **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):** Address the elimination of discrimination against women and promoted gender equality.
- **Convention on the Rights of the Child (CRC):** Focused on the protection of children's rights, including the right to education, protection from violence, and participation in decisions that affect them.

The session also explored how these conventions are implemented at the national level and the obligations of governments to comply with them.

3. The Rights-based Approach to Combating Human Rights Violation:

- A rights-based approach was emphasized, stressing the importance of **participation**, **accountability**, and **empowerment** in advocacy. HRDs were encouraged to integrate human rights principles into their work to ensure a holistic approach to addressing violations.
- HRDs were also guided on how to utilize legal frameworks to protect vulnerable groups and hold perpetrators accountable.

Activities:

- **Role-play: Applying Legal Frameworks to Hypothetical Cases:** Participant were divided into three groups and given hypothetical human rights violation cases such as child labor, gender-based violence, and unlawful detention. Each group identified applicable laws and international conventions and presented actions to resolve the violation. This activity allowed HRDs to apply legal principles to real-world scenarios, enhancing their understanding of the legal frameworks.



Key Takeaways:

- Understanding international conventions and national laws is essential for HRDs to advocate effectively for human rights.
- A rights-based approach to advocacy enhances the effectiveness of human rights work by ensuring the active participation of all stakeholders.

- Practical application of legal frameworks through case scenarios deepens the understanding of how HRDs can address violations through legal mechanisms.

Session on Fact-Finding Checklist and Interview Techniques

This session was facilitated by the Journalist Gouranga Nandy. This session delved deeper into the methodologies for conducting thorough and ethical fact-finding investigations, with a focus on creating effective checklists and conducting interviews.

Objective:

- Teach participants how to prepare a comprehensive fact-finding checklist.
- Train participants in effective interview techniques that ensure the gathering of reliable and unbiased information.

Key Topics Covered:

- **Fact Findings Checklist:** The session introduced the core components of a fact-finding checklist, which serves as a tool for HRDs to structure their investigations systematically:
 - Background of the incident
 - Identification of victims, witness, and alleged perpetrators
 - Evidence collection (Photographs, documents, testimonies etc.)
 - Chronology of events
 - Legal and human rights assessments
- **Interview Techniques:**
 - Understanding the context of the violation beforehand, including local customs and the political environment.
 - Emphasized the importance of active listening, open-ended questions, and avoiding leading questions.
 - Adapting questioning to the local culture, using language that avoids blaming, shaming, or leading the witness to particular conclusions.
 - Reassuring the interviewee that their information will be kept confidential and explaining how their testimony will be used, thus fostering trust and cooperation.
- **Building Trust with Interviewees:**
 - Taking time to understand the emotional and psychological state of the interviewee and being patient with their retelling of events.
 - Ensuring the survivor knows their privacy will be protected and their statements will be used only for the intended purposes of fact-finding.
 - Discussed the significance of cultural sensitivity, confidentiality, and building trust with victims during interviews.

Activities:

- **Role-Play: Interviewing Survivors of Human Rights Violations:** Participants engage in role-playing exercises to practice conducting interviews with mock survivors of human rights abuses. This activity provided a safe environment to refine their interviewing skills, such as non-judgmental questioning and handling sensitive topics.
- **Sharing Best Practices:** Facilitator and participants shared real-life examples of successful fact-finding, discussing effective strategies and lessons learned.

Session on Preparing Fact-Findings Report

This session focused on strengthening participants' skills in drafting comprehensive, objective, and actionable fact-finding reports, a critical tool in human rights advocacy.

Objectives:

- Equip participants with the tools to prepare high-quality reports based on fact-finding data.
- Provide guidelines on structuring reports to ensure clarity, accuracy, and impact.

Key Topic Covered:

- **Report Writing Techniques:** The session guided on how to structure fact-finding reports effectively:
 - Executive Summary
 - Introduction to the issue
 - Methodology used during the investigation
 - Findings the evidence
 - Recommendation for action
- **Language and Objectivity:** Emphasized the importance of using clear, professional, and unbiased language in reports, ensuring that findings and recommendations are credible and actionable.
- **Root Cause Analysis:** Participants learned how to identify systemic issues contributing to human rights violations and propose concrete solutions based on evidence gathered during the fact-finding process.



Activities:

- **Group Discussion: Writing a Fact-Finding Report:** Participants were divided into three groups and given a hypothetical human rights case. Each group was tasked with drafting a

fact-finding report, focusing on factual accuracy, evidence-based conclusions, and actionable recommendations. The session encouraged peer review and facilitated group discussions to enhance learning outcomes.

Key Takeaways:

- Enhanced understanding of fact-findings
- Interview techniques and ethics
- Practical report writing skill
- Real-World applications

Description of Day-3 Training

At the beginning of the third day of training, facilitator Most.Tania Khatun conducted a recap session of the second day of training. All the participants participated spontaneously in the recap session. The key learnings and outcomes from the session are:

- Enhanced Knowledge of Human Rights framework
- Skills in ethical Fact-Findings
- Improved Case Management practices
- Competence in Reporting and Advocacy

Group Discussion: Participant Reflection and Feedback on the Fact-findings training

This session conducted for participants to reflect on their learning experience. Each participant was invited to share one key takeaway or skill that they found most valuable during the training. The facilitators encouraged open and honest feedback, which provided invaluable insights into the effectiveness of the program.

Some of the key takeaways shared included:

- A deeper understanding of the principles of fact-finding, particularly the importance of neutrality, accuracy, and confidentiality when interviewing survivors of human rights violations.
- Enhanced skills in conducting interviews with survivors, ensuring a trauma-informed and respectful approach that is crucial in sensitive situations.
- Increased knowledge of the United Nations human rights mechanisms and how to leverage fact-finding reports to advocate for systemic change and prevent future violations.



Participants expressed appreciation for the practical, hands-on approach of the training, as well as the opportunity to engage in real-world scenarios. Facilitators documented the feedback provided, noting areas for improvement to ensure the continuous development and relevance of future training programs.

Session on GBV – Case Management

Facilitator Shakti Chowdhury, Technical Officer, SKUS conducted the session GBV – Case Management. The training session aimed to provide participants with a foundational understanding of Gender-Based Violence (GBV) core concepts and the principles and practices of GBV case management. This session was designed to equip participants with the knowledge and tools necessary to address GBV effectively in their respective roles.

Training Content Overview:

The session was structured around two primary topics:

1. GBV Core Concepts
2. GBV Case Management

GBV Core Concepts

The facilitator began the session by defining **Gender-Based Violence (GBV)** as any harmful act directed at an individual based on their gender. The following key points were covered:

- **Types of GBV:** Physical, sexual, emotional, and economic violence.
- **Forms of GBV:** Domestic violence, sexual violence, trafficking, harmful traditional practices (e.g., female genital mutilation, child marriage), and others.
- **Gender and Power Dynamics:** A discussion on how power imbalances based on gender lead to the perpetuation of violence.
- **Consequences of GBV:** Physical, psychological, and emotional consequences for survivors, as well as the broader societal impact.

The facilitator emphasized the importance of understanding the intersectionality of GBV, noting how factors like race, class, and disability can compound the experience of violence.

GBV Case Management

The Second part of the session focused on GBV Case Management, a key component in supporting survivors. Participants were introduced to:

- **Definition of GBV Case Management:** A survivor-centered approach to providing comprehensive support, including safety planning, emotional support, legal aid, and referral services.
- **Step in Case Management:**
 - **Identification and Assessment:** Recognizing signs of GBV and assessing the survivor's needs.
 - **Safety Planning:** Developing plans to ensure the immediate safety of the survivor.

- **Referral and Coordination:** Linking survivors with services such as healthcare, legal assistance, and psychosocial support.
- **Follow-up:** Ongoing support to ensure survivors' needs are being met.
- **Key Participants of GBV Case Management:** Confidentiality, respect, non-discrimination, and survivor empowerment.

The session also addressed **ethical considerations**, such as maintaining confidentiality and respecting the survivor's autonomy throughout the process.

Key Takeaways

Participants gained a clearer understanding of:

- The broad scope of GBV and its devastating impact on individuals and communities.
- The importance of a survivor-centered approach in case management.
- Practical steps involved in identifying, managing, and supporting GBV cases.

Participants were encouraged to approach GBV cases with empathy, cultural sensitivity, and professionalism.

Session on Case Management – Cox's Bazar context

Facilitator conducted another session on Case Management – Cox's Bazar (Rohingya Camp) context. Gender-Based Violence (GBV) is a significant concern in the Rohingya refugee camps in Cox's Bazar, Bangladesh, where displaced populations face heightened vulnerabilities due to conflict, displacement, and a lack of access to adequate services. In such a context, GBV case management becomes a critical intervention to protect survivors, provide necessary services, and prevent further violence. This session explores the challenges and best practices in GBV case management within the Rohingya refugee camps in Cox's Bazar.

In the camps, women and children are particularly vulnerable to various forms of GBV, including:

- **Sexual violence** (rape, sexual assault)
- **Domestic violence** (physical and emotional abuse)
- **Early and forced marriage**
- **Trafficking and exploitation**

The lack of safety, combined with limited access to legal and health services, makes it difficult for survivors to seek help and receive appropriate care.

GBV Case Management Process:

GBV case management is a survivor-centered approach aimed at providing comprehensive care to survivors, including immediate and long-term support. In the context of the Rohingya camps, case

management involves a multi-sectoral response, integrating health, legal, psychological, and social support services. The key stages of GBV case management in the Rohingya context are:

- **Initial Contact and Intake:**
 - Survivors often seek help through community centers, women-friendly spaces, or directly from humanitarian agencies. The first point of contact is critical to ensure a survivor-centered approach.
 - Caseworkers must establish trust, ensure confidentiality, and provide a safe space for survivors to disclose their experiences.
 - Immediate concerns such as safety, urgent medical care, and psychological first aid must be addressed during this stage.
- **Safety Planning:**
 - One of the first priorities is ensuring the survivor's safety. This includes assessing the risks of further violence and creating a safety plan.
 - Safety measures might include relocation within the camp, temporary shelter, or ensuring that the survivor has access to community-based protection mechanisms.
- **Assessment of Needs:**
 - A comprehensive needs assessment is conducted, considering the physical, emotional, legal, and social needs of the survivor.
 - Key needs might include medical care (e.g., post-exposure prophylaxis for sexual violence), psychosocial support (e.g., counseling), legal assistance (e.g., filing complaints or reporting incidents), and material support (e.g., food, clothing).
- **Referral to Services:**
 - Survivors are referred to specialized services, such as healthcare facilities for medical treatment, legal aid providers for support in reporting crimes or seeking justice, and psychological services for trauma recovery.
 - The multi-sectoral approach ensures that all aspects of the survivor's needs are addressed, helping them to regain a sense of agency and stability.
- **Follow-Up and Monitoring:**
 - Case managers continue to provide support to survivors, monitoring their well-being and ensuring that the referred services are delivered.
 - Follow-up includes checking on the survivor's physical and mental health, ensuring safety measures are in place, and supporting the survivor's reintegration into the community.
- **Documentation and Confidentiality:**
 - Throughout the process, proper documentation is essential for tracking the survivor's case and ensuring that services are delivered appropriately. This is done while maintaining strict confidentiality to protect the survivor's identity and dignity.

- Documentation also helps in monitoring trends in GBV, which is essential for advocacy and improving services in the camps.
- **Psychosocial Support and Empowerment:**
 - GBV survivors often face severe trauma, which can have long-term effects on their mental and emotional health. Psychosocial support is crucial to help survivors heal and rebuild their lives.
 - Empowering survivors to make decisions about their care and life choices, while offering support, is central to a survivor-centered case management approach.

Challenges in GBV Case Management in the Rohingya Context:

- **Overcrowded and Overburdened Camp System:**
 - The overwhelming number of refugees in the camps puts immense pressure on service providers and hampers the delivery of quality care to GBV survivors.
 - Limited resources and infrastructure, such as lack of proper health facilities and overcrowded shelters, further complicate case management efforts.
- **Cultural Sensitivities and Stigma:**
 - Traditional gender norms in the Rohingya community, combined with the stigma surrounding GBV, often prevent survivors from coming forward.
 - Many survivors face social and familial pressures not to report abuse, fearing rejection or ostracism. This can delay or prevent intervention.
- **Lack of Legal Protection and Access to Justice:**
 - There is limited access to justice and accountability for GBV in the camps. Survivors often face barriers in reporting incidents due to fear of retaliation, lack of legal literacy, or distrust in the legal system.
 - The absence of strong legal frameworks and functioning courts in the refugee context creates challenges in addressing GBV cases through formal legal channels.
- **Psychosocial and Emotional Impact:**
 - Survivors of GBV often experience complex emotional and psychological challenges, including PTSD, depression, and anxiety. Access to mental health services is often limited, and stigma surrounding mental health can prevent survivors from seeking care.
 - Children who experience GBV also face long-term developmental and emotional consequences, requiring specialized support services.
- **Security Concerns and Limited Mobility:**

- Security concerns in the camps, such as the risk of further violence or retribution against the survivor or their family, complicate the safe relocation of survivors.
- Mobility restrictions in the camps can hinder the ability of case managers and survivors to access essential services.

Finally, he discussed the practices that are being implemented in the Rohingya camps to address the challenges. For example,

- Multi-Sectoral Collaboration
- Community-Based Approaches
- Training and Capacity Building
- Confidential Reporting Mechanism
- Psychosocial and Legal Support for Survivors

Facilitator mentioned that GBV case management in the Rohingya refugee camps in Cox's Bazar is a challenging but critical intervention to address the needs of survivors and protect their rights. Despite the complexities, multi-sectoral collaboration, survivor-centered approaches, and community-based support systems have proven to be effective in mitigating some of the barriers survivors face. Continued efforts to strengthen GBV case management, address legal and psychosocial gaps, and provide comprehensive support to survivors will be essential to improving their safety and well-being in the camp setting.

Session on Group Reflections and Feedback

At the end of the training on Fact-Findings – Case Management and Reporting, the Program Director Rabeya Sultana conducted an interactive feedback session. The session Participants was dedicated to discussing real-life scenarios, where participants had the opportunity to share and practice identifying GBV cases and thinking through appropriate responses.

Participants were asked to share their thoughts on the training. Feedback was generally positive, with attendees noting that the session was informative for fact-finding mechanism, report writing technique and offered a clear framework for handling GBV cases.

It is evident from the feedback sessions that the training on **fact-finding interviewing methods and report writing** successfully equipped participants with practical, actionable skills necessary for conducting sensitive and thorough interviews and writing reports that can drive meaningful action to address human rights violations. These skills are essential for participants to become effective Human Rights Defenders, ensuring that violations are documented accurately and that those responsible are held accountable. On the other hand, the training session on GBV Case Management provided essential insights into the core concepts of GBV and the steps involved in GBV case management.

It is evident from the feedback sessions that the training in fact-finding, interviewing methods and report writing equipped participants with the practical, effective skills needed to conduct sensitive

and thorough interviews and write reports that can lead to meaningful action to address human rights violations. These skills are essential for participants to become effective human rights defenders, ensuring that violations are accurately documented and those responsible are held accountable.

Session on Work-plan of FON Project

At the end of the three days long training the Executive Director of Nice foundation, M. Mujibor Rahman conducted a brief session on work-plan of FON project. He discussed the 18-month project activities from September 2024 to February 26. The work plan is as follows:

1. Arrange Monthly Meetings with Women Groups (PWD, Transgender)- 1 group each CS Organization, in each group 30 women. A total number of 18 meetings will be held in 18 months, one per month.
2. Arrange Monthly Meeting Girls/Adolescents Group (PWD, Transgender) (Girl shine)1 group each CS, in each group 30 Girls. A total number of 18 meetings will be held in 18 months, one per month.
3. Arrange courtyard sessions to sensitization of Caregivers, PWD, Transgender. A total number of 4 meetings will be held in 18 months, with 25 participants each, for a total of 100 participants.
4. Organize Union level dialogue sessions with men and women on GBV, gender norms, decision-making, and inclusion. One session will be conducted with 15 participants of UP Chairman & Members, Imam, Purohit etc.
5. Organize Upazila level dialogue sessions with men and women on GBV, gender norms, decision-making, and inclusion. One session will be conducted with 15 participants of Upazila Social Welfare Officer, Youth Development (Jubo Unnayan) Officer, Women Affairs Officer and others.
6. Organize training for Village Group women leaders, women on GBV, gender norms, decision-making, and inclusion with 3 participants. One day training should be conducted with the Chairman and 2 Members of the village women group.
7. Organize sessions for Men social actors' women on GBV, gender norms, decision-making, and inclusion. One session will be conducted with 10 participants.
8. Arrange International Women's Day, International Girl Child Day, and 16 Days of Activism by Network members. A total number of 4 programs (16 Days of activism= 2, Women's Day= 1, Girl Child Day= 1) will be held in 18 months, with at least 15 participants in each program.
9. Arrange Advocacy dialogues on GBV, Trans and gender justice with LEB, lawyers, law enforcing agencies, professional groups, service providers, journalists. Dialogues meeting can be conducted at own office premises. Dialogues meeting can be conducted at own office premises. One session will be conducted with 20 participants.
10. Arrange meeting with CBOs/Clubs/religious leaders/progressive social leaders/Grassroots network members to ensure engagement for Systemic Changes. One meeting will be conducted in 18 months with 20 participants.

11. Arrange peaceful mass mourning, candle lights and play card displays journalist engagement for reporting, etc. for awareness raising and public sensitization for support to address violent incidences. Programs will be coverage of 100 participants.
12. Support on individual GBV cases by CSOs from their existing resources. Support to 10 survivors on GBV with referral, information provides, counseling etc.
13. Prepare and submit issue-based petition. Petition submitted with the assistance of Nice Foundation.
14. Referral: Support to victims/survivors by referring to the service providers. Support to victim with cash support e.g., court fees, conveyance, first aid etc. (Not hand cash).

Closing Ceremony

The closing ceremony of this training was facilitated by Rabeya Sultana, Program Director, and Afroz Zahan, Project coordinator of Nice Foundation. The training concluded with reflections and feedback from participants on the knowledge and skills they gained. Facilitators acknowledged the participants' active engagement and commitment to advancing human rights in their communities. Participants left with a better understanding of fact-findings, report writing, case management and how to identify, assess, and support GBV survivors in their communities.

Report Prepared By:

Afroz Zahan
Project Coordinator
FON Project
Nice Foundation

Annex:**Schedule****Day – 1 (13 Jan. 2025)**

Time	Content	Resource Person
8:45 A.M – 9:00 A.M	Registration of Participants	Rupa Saha, Finance Officer, Nice Foundation
9:00 A.M – 9:15 A.M	Introducing to participants	Rabeya Sultana/ Afroz Zahan, Nice Foundation
9:15 A.M – 10:30 A.M	Inauguration Session and discussion on Project Summary of FON Project	M. Mujibur Rahman (Execute Director, Nice Foundation)
10:30 A.M – 11:00 A.M	Tea Break	
11:00 A.M – 11:30 A.M	Greeting's speech and description of the activities of the Social Services Department	Manb Ranjan Bachhar
11:30 A.M – 11:45 A.M	Welcome and Orientation of Fact Findings Training	Lutfunnessa Hira, Gender specialist
11:45 A.M – 1:00 P.M	Session on Human Rights and State Roles and Responsibilities. Criminal Offence and Human Rights Violation	Lutfunnessa Hira
1:00 P.M – 2:00 P.M	Lunch & Prayer Break	
2:00 P.M – 2:30 P.M	Case Study discussion: Understanding Human Rights Violation	Lutfunnessa Hira
2:30 P.M – 3:00 P.M	Session on Roles and Responsibilities of Human Rights Defenders (HRDs)	Lutfunnessa Hira
3:00 P.M – 3:30 P.M	Tea Break	
3:30 P.M – 4:00 P.M	Group Discussion: Identifying Qualities, Obligations, and Risks of HRDs	Lutfunnessa Hira
4:00 P.M – 4:30 P.M	Session on Risk and protection of human rights defender	Lutfunnessa Hira
4:30 P.M – 5:00 P.M	Session on Exploring human rights violation fact-finding and Warp-up of Day-1	Most.Tania Khatun (Human Rights Monitoring Officer, Manabadhikar

Schedule

Day – 2 (14 Jan. 2025)

Time	Content	Resource Person
8:45 A.M – 9:00 A.M	Registration of Participants	Rupa Saha
9:00 A.M – 9:30 A.M	Recap of Day-1 Session	Afroz Zahan
9:30 A.M – 10:30 A.M	Session on Protecting and Promoting Human Rights: Challenges and Way-out	Gouranga Nandy, Journalist
10:30 A.M – 11:00 A.M	Tea Break	
11:00 A.M – 12:00 P.M	Group Discussion: Barriers and Overcoming Mechanisms to Accessing Support Services	Gouranga Nandy
12:00 P.M – 12:30 P.M	Session on Legal and Policy Frameworks	Gouranga Nandy
12:30 P.M – 1:00 P.M	Role-Play: Applying Legal Frameworks to Hypothetical Cases	Gouranga Nandy
1:00 P.M – 2:00 P.M	Lunch & Prayer Break	
2:00 P.M – 3:00 P.M	Session on Fact-Finding Checklist and Interview Techniques	Gouranga Nandy
3:00 P.M – 3:30 P.M	Tea Break	
3:30 P.M – 4:30 P.M	Session on Preparing Fact-Finding Reports	Gouranga Nandy
4:30 P.M – 5:00 P.M	Group Discussion: Writing a Fact-Finding Report	Gouranga Nandy

Schedule

Day – 3 (15 Jan. 2025)

Time	Content	Resource Person
8:45 A.M – 9:00 A.M	Registration of Participants	Rupa Saha
9:00 A.M – 9:30 A.M	Recap of Day-2 Session	Afroz Zahan
9:30 A.M – 10:30 A.M	Group Discussion: Participant Reflection and Feedback on the Fact-findings training	Afroz Zahan
10:30 A.M – 11:00 A.M	Tea Break	
11:00 A.M – 12:00 P.M	Session on GBV – Case Management	Afroz Zahan
12:00 P.M – 1:00 P.M	Session on Case Management – Cox's Bazar context	Shakti Chowdhury, Technical Officer, SKUS
1:00 P.M – 2:00 P.M	Lunch & Prayer Break	
2:00 P.M – 3:00 P.M	Session on Group Reflections and Feedback	Rabeya Sultana
3:00 P.M – 3:30 P.M	Tea Break	

3:30 P.M – 4:30 P.M	Session on Work-plan of FON Project	M. Mujibur Rahman (Execute Director, Nice Foundation)
4:30 P.M – 5:00 P.M	Closing Ceremony	M. Mujibur Rahman (ED), Rabeya Sultana (PD) and Afroz Zahan (PC); Nice Foundation