

## **Combating SOGI-phobia in schools: e-course for beginners**

This course is developed for teachers of secondary schools. The course contains six modules:

### 1. Facts about sexual diversity

This module contains a quiz on definitions and 3 texts and quizzes on how discrimination works in schools, the most important facts about discrimination and the type of statistics that are important for teachers.

### 2. Information and tools for school change

This module contains 2 texts and quizzes on how to deal with resistance and what a safer school is. More about how you can change the school will be a topic in the course for "advanced" teachers.

### 3. Information and tools on how to educate about sexual diversity in class

This module contains 4 texts and quizzes on what the difference is between teasing, bullying and discrimination, how teachers can integrate sexual diversity in their curriculum, how teachers can respond to questions of students, and about simple interactive exercises a teacher can do in class to address attitude change.

### 4. Tools for transferring this course into your school practice

This module contains 2 texts and 3 assignments which help teachers to transfer the expertise from this course to their classroom practice.

### 5. Evaluation of the course

This is a survey to help GALE to improve the course.

This version of the e-course is a beta version. The course will be improved based on the comments of the teachers who use it. The course is available in English, Italian, Spanish, Basque and Dutch (Netherlands). It is free from August till December 2016. From 2017 on, a fee to finance sustainability will be asked.

## **Company Business with LGBTI**

This course is developed for both company managers and for employees and both for commercial and for non-profit organizations:

### 1. Facts about sexual diversity

This module contains a quiz on definitions and 5 texts and quizzes on how discrimination works in organizations, the difference is between teasing, bullying and discrimination, the most important facts about LGBT discrimination in companies, types of discrimination in companies, and a case study of research on discrimination in companies in the Netherlands with pointers about international relevance of these findings.

### 2. Information and tools for organizational change

This module contains 5 texts and quizzes on how you can deal with resistance, how to manage behavior change, how to manage organizational change, a case study about the IBM success story, and a case study about possible action in small companies.

### 3. Information and tools for company employees

This module contains 3 texts and quizzes on how to organize an LGBTI company network, arguments and strategies to get management commitment, and how to work on organizational innovation with the management.

### 4. Tools for transferring this course into your school practice

This module contains 2 texts and 3 assignments which help teachers to transfer the expertise from this course to their classroom practice.

### 5. Evaluation of the course

This is a survey to help GALE to improve the course.

This version of the e-course is a beta version. The course will be improved based on the comments of the teachers who use it. The course is available in English, Italian, Spanish, Basque and Dutch (Netherlands). It is free from August till December 2016. From 2017 on, a fee to finance sustainability will be asked.