



Internship Program Guide



Application Deadline:

22 July 2019

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About Queer Cyprus Association

The founders of Queer Cyprus Association initially came together as an Initiative Against Homophobia in 2007. In collaboration with various organizations, homosexuality was decriminalized in the northern part of Cyprus with the changing of the Penal Code in 2014. During this process, the association was renamed as Queer Cyprus and became the only civil society organization working on discrimination on the basis of gender, gender expression, sexual orientation and gender identity. The association has actively worked with local and international organizations from a variety of fields such as law, education, psychology and health to ensure human rights access to lesbian, gay, bisexual, trans and intersex (LGBTI+) individuals. These are some of the working groups of the association:

- 27 January Group
- Solidarity Line
- Training Team
- Universal Relations Team
- Visual Design Team
- Oryanta(LA)syon
- 17 May Team
- Rainbow Lawyers
- Reading Team
- Fund Raising Team
- Health Team
- Social Media Team

The association began to speak the unspoken regarding LGBTI with the "Unspoken Project" between 2015-2017 which was financed by the European Union under the Cypriot Civil Society in Action V Grant Scheme. Since December 2018, Queer Cyprus Association has been implementing the "Diversity of Colours" project funded by European Union under the Cypriot Civil Society in Action VI Grant Scheme. The project aims at bringing all colours in Cyprus together and increasing the capacity of the association and combating the existing homophobia, transphobia and biphobia. Besides the Diversity of Colours Project, the association is implementing another European Union funded Project named the LGBTI+ in Freedom from Exploitation (Life) in collaboration with KAOS GL. With this project, the association will contribute to fight against human trafficking. Queer Cyprus association is also a co-applicant to the "Coordinated Measures and Mechanisms for Anti-trafficking (COMMIT)" project, in which multiple civil society organizations will serve as co-applicants. Both projects have been awarded within the "Together against Trafficking in Human Beings" call for proposals, funded by the European Union.

The two projects currently implemented by Queer Cyprus Association are described below:

Diversity of Colours Project

For a Cyprus in which all colours including lesbian, gay, bisexual, trans, intersex and more (LGBTI+) can co-exist: the Diversity of Colours Project!

Purpose:

The objective of this project is to ensure LGBTI+'s access to human rights and eliminate discrimination in the northern part of Cyprus. The "Diversity of Colours Project", which started in December 2018 and will continue for a duration of three years, is financed by the European Union under the "Cypriot Civil Society in Action VI" grant scheme and implemented by Queer Cyprus Association.

Specific Goals:

- To increase capacity, effectiveness, sustainability of QCA to mainstream LGBTI+ rights in the northern part of Cyprus,
- To combat stereotyping and discrimination of LGBTI+ in the northern part of Cyprus.

Activities:

- Capacity building training sessions for the association
- Training sessions for Psychologists and Lawyers
- Internship program and volunteering
- Fund raising activities
- Newsletter, website and social media
- Media Monitoring and Reporting
- Developing Management Information System (MIS) Software and Consultancy Services
- Local meetings against Homophobia, Biphobia and Transphobia
- International Conferences in partnership with universities
- Preparing booklets on issues in regard to LGBTI+
- Attitude Scale to evaluate Homophobia, Biphobia and Transphobia
- Advocacy on LGBTI+, and legal gap analysis, research and recommendations for improvement
- Strategic Litigation
- Legal, psychological and social consultancy services for LGBTI+ individuals

LGBTI+ in Freedom from Exploitation (Life) Project

Purpose:

To contribute to the struggle against human trafficking among LGBTI+ individuals in the northern part of Cyprus.

Specific Goals:

- To create awareness among LGBTI+ in regard to sexual exploitation and support the effective and coordinated struggle
- To prevent human trafficking among potential LGBTI+ victims and people at risk, and enhance victims' access to rights

Activities;

- Mapping the status of LGBTI+ sex workers in the northern part of Cyprus,
- Printing and publishing the mapping report,
- Information sessions with Queer Cyprus Association members and supporters,
- Expert focus group meeting with Civil Society Organizations from Turkey which especially focus on sex work and Civil Society Organizations in Cyprus working for the movement against Human Trafficking,
- Coordinated advocacy for LGBTI+ victims,
- Training sessions for Queer Cyprus 'Solidarity Line' volunteers,
- Contributing to social welfare by ensuring the distribution of informative promotional materials from worker to worker,
- Mapping existing social services and access to such services,
- Providing social welfare services (by an expert employed in scope of the project) to LGBTI+ victims, potential human trafficking victims and individuals at high risk.

For more information: <http://www.queercyprus.org>

Queer Cyprus Internship Program

About the Program

Queer Cyprus Association, which has been operating for more than 12 years in the northern part of Cyprus, has prepared an internship program to build capacity and provide individuals with the opportunity to gain experience by interning at a rights-based civil society organization.

The internship program will take place for a duration of **30 working days**. **Two applicants** will be accepted for internship for August-September. Application deadline for the Internship Program is **22 July 2019 Monday, 18:00** (Cyprus local time).

Applications submitted after the deadline will not be taken into consideration. Detailed information about the Program is as follows:

- **Foreseen Start Date of Employment:** 5th August
- **Foreseen Termination Date of Employment:** 5th September
- **Working Hours:** Full Time
- **Workplace:** Queer Cyprus Association office

- **Prioritized departments (not limited to the following);**
 - Communication and Media Studies
 - Business Administration
 - Political Sciences
 - Law
 - International Relations
 - Psychology
 - Social Services
 - Psychological Counselling and Guidance

- **Documents to be Submitted with Application:**
 - CV summarizing work experience and trainings received
 - Motivation Letter

Expectations from the Interns

- Willingness to be part of the LGBTI+ movement
- Full time participation
- Being over the age of 18
- Being a registered university student
- Willingness to build capacity and develop required business development capabilities
- Willingness to be part of the associations' activities and to work with the team

What will the interns gain?

- Internship experience at a civil society organization
- Daily allowance
- Office work
- Being part of the project activities:
 - Capacity building training for the association
 - Training for psychologists and lawyers
 - Internship program and working with volunteers
 - Fund raising activities
 - Newsletters, website and social media
 - Media Monitoring and Reporting
 - International Conferences in partnership with Universities

How to apply?

You may apply by submitting your **CV** and **Motivation Letter** to queercyprus@gmail.com by **Friday, 22nd July 18:00**. Please read the guide before submitting your application. Your application will be evaluated based on your CV and Motivation Letter, therefore provide accurate and clear information.

We would like to thank you for interest and wish you good luck.



This project is funded by the European Union in scope of the Cypriot Civil Society in Action VI Grant Scheme Programme and is implemented by Queer Cyprus Association. The information and views set out in this publication are those of the Queer Cyprus Association and do not necessarily reflect the official opinion of the European Union.

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