



## The Pleasure Fellow Scheme

### A detailed outline draft of contractual obligations, expectations and guidance of the Pleasure Fellows

This document provides information about The Pleasure Fellow Scheme for those who are considering applying. It provides information on The Pleasure Project, the intended impact of the scheme, the pleasure project core values, requirements of The Pleasure Fellows and an overview of our Terms and Conditions.

We hope this encourages you to apply and look forward to reading your applications!

#### Section 1: The Pleasure Project Mission

**'Putting the sexy in safer sex since 2004, because sex education is rarely sexy and erotica is rarely safe'**

We believe we need more people within the Sexual and Reproductive Health (SRHR) and pleasure worlds advocating for pleasure in a variety of settings; within their organisations, at conferences that relate to SRHR, comprehensive sexuality education (CSE), pleasure. At these various fora the pleasure questions may be asked, promoted and continuously advocated for. In short, tackling the overwhelming aversion and discomfort towards discussion of pleasure in the world of sexual and reproductive health and stopping the 'medicalised sexual experience rather than the human sexual experience' (Purdy, 2020). And making sure the pleasure industry is safe and respectful.

An example of the narrative we wish to disrupt:

Sexual ill-health is still a significant cause of untimely death, as seen in the latest Global Burden of Diseases report (GBD 2019 Diseases and Injuries Collaborators, 2019). This is more marked for lower income countries, with AIDS being the fourth highest cause of death. A billion people globally have a preventable sexually transmitted infection. Yet key reasons people have sex, i.e., pleasure, love, desire, intimacy are still largely ignored by the communities working to improve sexual health. Despite recognition that pleasure is a key motivator and element of sexual relations and sexual behaviour (Allen & Carmody, 2012; Arrington-Sanders et al., 2015; Boyce et al., 2007; Fine & McClelland, 2006), it is a subject rarely, if ever, discussed within sexual and reproductive health and rights (SRHR) professional groups or in sexuality education.

## The Pleasure Fellow Scheme Theory of Change:



## Section 2: Requirements:

### Hours

The Pleasure Fellow Scheme will consist of several zoom sessions covering various (yet to be finalised) topics. These will take place twice a month. Beginning in August, two weekend days will be selected each month on which a zoom seminar will take place which the Fellows may attend. There will be pre-seminar readings and tasks assigned before this that the Fellows may complete in their own time. One of the core elements of this scheme is a sense of community and thus, fellows will be expected to attend the welcome session and a minimum of at least 3 sessions. Times and dates will be determined when fellows are selected, and time zones are established. There may be some sessions on a Monday which will be non-compulsory, but we highly encourage attendance.

Although the course timetable will be as accessible as possible, we understand that not every fellow will be available on the selected dates/ times of sessions. We will therefore upload recordings of sessions which can be watched by fellows, furthermore 15 minutes sessions will be organised on selected Mondays which those who missed the sessions or have follow up questions may attend.

### Internet

Training will be held online on zoom so participants will need to have access to wifi to join these. Seminars will be recorded in the event of internet issues, however, internet will be required to access these.

### Language

This pilot scheme of The Pleasure Fellows will be held in English, participants must therefore be able to speak and understand English. Please note that future schemes could be in other languages.

### Bank Transfer

There will be an opportunity for participants to receive a small amount of funding at the end of the scheme, participants will therefore need to have access to a bank account that can receive. If wishing to receive funding they need to have a bank account that can receive Transfer Wise funding in dollars.

### Interviews

Individuals applying must be aware that they may be asked to attend a short interview with members of The Pleasure Project team as a potential second round of the application process.

## **Section 3: The Pleasure Project Values**

The Pleasure Fellow Scheme will be a diverse, communicative, respectful learning environment. Individuals will feel comfortable to ask questions, discuss topics and learn together. However, The Pleasure Project does stand by some core values, these will now be outlined below:

### **The Pleasure Project's Core Values:**

**No discrimination:** At The Pleasure Project we value all employees and pleasure fellows as unique individuals, we welcome the variety of experience this brings to our company and appreciate the benefits towards achieving our mission. As such, we have a strict non-discrimination policy. We believe everyone should be treated equally regardless of race, sex, gender identification, sexual orientation, national origin, native language, religion, age, disability, marital status, citizenship, genetic information, pregnancy, or any other characteristic protected by law.

**Respect:** The Pleasure Project is a forward-thinking organisation that champions respect between employees, pleasure fellows, pioneers, customers and all those we work with. We are inclusive and collaborative. We aim to achieve a work environment where individuals from diverse background and talents can contribute and grow. Thus, we work to uphold a stance against racism, sexism and misogynistic practices. Within our work we also actively seek to dismantle racist, sexist, misogynistic narratives within the sexual and reproductive health world.

**Loyalty and integrity:** We expect all those who work with The Pleasure Project to actively seek to uphold the Pleasure Project's mission. We want those we work with to always strive to do the right thing in relation to this mission and our core values and hold loyal to the core principles of The Pleasure Project (see values below).

**Fun and enjoyable workplace:** We work to make The Pleasure Project a fun, enjoyable, non-boring workplace where employees and volunteers, enjoy working and come to work knowing that work can be pleasurable and the campaign for social and health justice can be fun and fulfilling.

**Co-creation and mutual learning:** We recognise that Pleasure Fellows bring a wealth of experience and skills to every conversation, and we work to create a mutual learning environment. Sessions will be a chance to have open, fun, respectful conversations about how to move to a world of more pleasurable safer sex.

Our values regarding our mission:

- Our advocacy and work is centre on the belief that safe, pleasurable sex is a human right. We believe that:
  - a. Women, men and young people have the right to enjoy their sexuality, free from fear, disease, unwanted pregnancy, discrimination, violence and coercion
  - b. People deserve respect and support for their diverse expressions and preferences related to consensual sexual activity, sexuality and sexual pleasure
  - c. Women are/ can be/ have the right to be sexual agents – in charge of their own sexuality and pleasure – and sexual empowerment is a vital component of gender equality and human rights.
- Pleasurable sex is a positive facet of sexuality
- We consider erotic media to be derived from a large, diverse industry, which can produce sex positive, non-sexist, non-racist portrayals of sex that can be used to further and promote the safer sex message. We believe feminist porn exists, recognise non-coerces sex work, and that erotic media professionals and sexual practitioners can exist in their professions with the right to be safe and not exploited within their work setting.
- We have learned that the most effective way to develop skills and tools for pleasurable safer sex is by learning from communities who practice safer sex (eg. Sex workers and men who have sex with men).
- We emphasize through our work that pleasure- based programmes, tools and information must be evidence based.

#### **Section 4: The Pleasure Fellow Terms and Conditions**

##### Summary of expectations of the Pleasure Fellows

Taking on the mission of emphasising the importance of pleasure in the world of sexual and reproductive health and education , or sexuality communications will be our 10 pleasure fellows from varying roles, jobs, backgrounds, lived experiences and geographies. After training the pleasure fellows will be confident and competent ‘pleasure propagandists’ in promoting the pleasure question as positive disruptors at conferences, events, or in their communities. The Pleasure fellows will also help contribute to preliminary documentation of the approach with a write of their experience of the fellowship and research into the impact of pleasure inclusion in their various backgrounds/ jobs. This pilot cadre of pleasure pioneers will amplify the few voices of pleasure, creating a buzz, excitement and more diverse voices to challenge the medical orthodoxy. This pilot will also allow us to learn to adapt this approach and seek creative ways to land our message.

## **Terms and Conditions of becoming a Pleasure Fellow**

### **1. Application**

1.1 These terms and conditions shall apply to the engagement of the training in The Pleasure Project Pleasure Fellow Scheme and the subsequent starting as pleasure pioneers by the pleasure fellows.

### **2. Basis of these Terms and Conditions**

2.1 These terms and conditions shall come into effect when:

2.2.1 Pleasure Fellows sign a contract agreeing to these terms and conditions upon selection as a Pleasure Fellow

2.2.2 These terms and conditions shall remain in effect while the Pleasure Fellow advocates for The Pleasure Project's mission, using the organisations name, support and resources.

### **3. Supply of Training: our commitment to the Pleasure Fellows**

3.1 The Pleasure Project shall use reasonable endeavours to supply the Training to the Customer in accordance with these Terms and Conditions in all material respects but reserves the right to change the course content of any Training Course at any time and without notice

3.2 The Pleasure Project shall use reasonable endeavours to meet any specified training date, but these dates may be subject to alteration.

3.3 Notwithstanding the above sub-clauses, The Pleasure Project reserves the right to cancel training at any time

3.4 The Pleasure Project will endeavour to train fellows to a high standard, taking on board specific training requests, supporting Pleasure Fellows throughout the training and providing ongoing support mechanisms post training.

### **4. The Pleasure Fellows obligations: what you need to do on the scheme**

4.1 The Pleasure Fellow shall:

4.1.1 Make a minimum of 3 training session unless otherwise agreed with The Pleasure Project;

4.1.2 The Pleasure Fellows will be expected to respect and uphold The Pleasure Project's core values and values regarding the pleasure mission (see section 3);

4.1.3 The Pleasure Fellows will endeavour, wherever possible, to draw upon literature, research and evidence to support their pleasure advocacy;

4.1.4 Upon completion of The Pleasure Fellow Training the Fellow's will be expected to submit a review of their experience of the Pleasure Fellow experience and how they will use this in their individual workplace/ specific background;

4.1.5 The Pleasure Fellow will be added to our Global Pleasure Map and have a small biography added to a 'The Pleasure Fellow' section of the website, unless key risks or concerns are identified;

4.1.6 The Pleasure Fellow will be given the opportunity to apply for a small amount of funding upon completion of training. Adequate evidence and intent to conduct their proposed project must be presented before money will be agreed and granted. A separate agreement must be signed at the time that funding is granted to ensure that the money

is used for the correct purposes. Upon violation of these circumstances, the support The Pleasure Fellow receives from The Pleasure Project will be terminated;

**5. Intellectual Property Rights: how we make sure any materials we share are aligned with our beliefs, values and branding**

- 5.1 The Pleasure Fellow's will be expected to use their training and the work of The Pleasure Project when attending conferences, events and overall 'pleasure disruption' post training;
- 5.2 Distribution of material, knowledge and The Pleasure Project training resources post training sessions will occur under a creative commons licensing agreement:
  - 5.2.1 The Pleasure Fellows will be allowed to copy and redistribute the material in any medium or format with some special considerations (see 5.2.2);
  - 5.2.2 The Pleasure Fellow will be allowed to create, and build upon the material to enhance the message of pleasurable safer sex or the purpose of the scheme, however materials, messages and explicit branding derived directly from training materials and website need to be authorised by The Pleasure Project core staff;
  - 5.2.3 Points 5.1.1, 5.1.2, 5.1.3 will be conducted under the main core strapline of 'creating a billion more pleasurable, safer, sexual experiences';
  - 5.2.4 The Pleasure Fellows must endeavour, wherever possible, to make a conscious effort to align with the pleasure projects values with redistribution of this material and aim aiming to achieve the pleasure projects vision (see section 1; section 3);

**6. Termination: unusually there may be an occasion when a fellow does not follow the agreement or we need to part ways; this will act as a guidance for this occasions.**

- 6.1 In the event that termination is necessary, The Pleasure Fellow will be contacted directly by The Pleasure Project with an explanation of termination;
- 6.2 Upon termination, The Pleasure Fellow will no longer be able to act under the guise of a Pleasure Project Pleasure Fellow with the support of The Pleasure Project and may not utilise any resources distributed throughout the Pleasure Fellow Scheme;
- 6.3 The Pleasure Fellow shall return any training materials they have received upon termination of their participation on the scheme;

A copy of these Terms and Conditions will be presented to successful Pleasure Fellows. These will need to be signed before training can commence.

### **Section 5: What's Next**

Please now head over to our website and click on the link which will take you to our application form, you can then fill this out at your leisure. The deadline for applications will be Monday the 31<sup>st</sup> of May. Please email us if you have any concerns about the application process or need to send us the application in another format at [info@thepleasureproject.org](mailto:info@thepleasureproject.org).

After the application process closes, we will begin reviewing applications. Although we wish to be able to get back to everyone who applies unfortunately, we are a small organisation so we will only be able to give feedback to the top 40 applications. Successful applicants will be contacted about the next stages of The Pleasure Fellow Scheme process.

## Section 6: Conclusion

We hope this document has provided sufficient information about the Pleasure Fellow Scheme, its purpose and an overview of the expectations and obligations of The Pleasure Fellows. The Pleasure Project is a fun, dynamic organisation which wants to make the pursuit of pleasure inclusive, safer sex, non-boring and enjoyable! The Pleasure Fellow Scheme will be a diverse space for co-creative, safe, respectful and fun mutual learning environments about how we can move towards a world of more pleasurable, safer, sexual experiences. We really look forward to reading your application!