



The Pleasure Fellow Scheme 2023

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

Section 1: The Pleasure Project

The Pleasure Project is part of TASH, a registered Community of Interest Company, which is a not-for-profit entity pursuing a social purpose. The Pleasure Project has grown from an activist collective since we launched our pleasure approach and concept at the International AIDS Conference in Bangkok in 2004. Since then, largely through voluntary unpaid activist and community efforts and passion, we are recognised as the global leading organisation *'putting the sexy into safer sex, because sex education is rarely sexy and erotica is rarely safe'*. We have built a community of practise of over 100 organisations on our [Global Map of Pleasure](#), provided [training](#) for a wide range of sexuality education organisations and directly influencing many, played a key role in conducting [influential research](#) and have campaigned for recognition of the key role pleasure needs to play in HIV prevention and sexual health.

We have also developed and promoted the [Pleasure Principles](#), as a guide and inspiration to support people and organizations to embark on their journey towards a sex-positive, pleasure-based approach to sexual health. Since the launch of the Pleasure Principles, [multiple organizations](#) from around the world have endorsed and committed to promote them.

We are the first organisation to create a definition of a pleasure-based approach to sex education, building on the WHO definition of sexual health, the WAS sexual rights declaration and the [Global Advisory board definition of sexual pleasure](#). Our definition [is here](#) and below.

A pleasure-based approach is one that celebrates sex, sexuality and the joy and wellbeing that can be derived from these and creates a vision of good sex built on sexual rights. It focuses on sensory, mental, physical and sensual pleasure to enable individuals to understand, consent to, and gain control over their own bodies and multi-faceted desires. Well-being, safety, pleasure, desire and joy are the objectives of a programme with a pleasure-based approach. This approach measures empowerment, agency, and self-efficacy by whether or not an individual has been enabled to know what they want, and can ask for it, and request this of others, in relation to their sexuality, desires and pleasure.

The Pleasure Project Mission

We believe, we need more people within the Sexual and Reproductive Health (SRHR) world advocating for pleasure in a variety of settings: within their organisations, at conferences that relate to SRHR, in research, in comprehensive sexuality education (CSE) initiatives, in SRHR service provision and more. At these various spaces the pleasure questions may be asked, promoted and continuously advocated for. In short, we're looking to promote discussion of pleasure in the world of sexual and reproductive health and promote a more comprehensive look into our human sexual experience rather than one centered just on disease.

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, 2012¹; Arrington-Sanders et al., 2015²; Boyce et al., 2007³; Fine & McClelland, 2006⁴), it is a subject rarely, if ever, discussed within sexual and reproductive health and rights (SRHR) professional groups or in sexuality education. In fact, prioritising pleasure, rather than the fear of danger and disease, will increase the likelihood of safer sex. Likewise, promoting sexual health programs that include sexual desire and sexual pleasure will improve knowledge and attitudes towards sex and increase condom use (Zaneva et al., 2022)⁵.

Section 2: Requirements:

Hours

The Pleasure Fellow Scheme will consist of at least seven interactive sessions of approximately 2hrs each on Zoom. These sessions will take place twice a month and will go from July 2023 to December 2023.

There will be pre-seminar readings and tasks shared before each session for Fellows to 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 4 sessions*. Times and dates will be determined when fellows are selected, and time zones are established.

Although the course timetable will be as accessible as possible, we understand that not every fellow might be available for every selected dates/ timing of sessions. We will therefore upload recordings of sessions which can be watched subsequently.

Funding at the end of the scheme

At the end of The Pleasure Fellow training, there will be the opportunity for Pleasure Fellows to apply for a select amount of funding for a project up to USD 1,000. Fellows will be expected to work on a project document to develop and pitch their idea (this could be anything from writing blog posts, developing a podcast, doing research, to interviewing their own organisation about pleasure inclusion). Funds will be allocated to support these projects and reimburse certain expenses.

Section 3: The Pleasure Project Values

The Pleasure Fellow Scheme will be a diverse, communicative, respectful learning environment. We will strive to make each individual feel comfortable to ask questions, discuss topics and learn

¹ Allen, L. & Carmody, M. (2012). *'Pleasure has no passport': re-visiting the potential of pleasure in sexuality education*. Sex Education.

²Arrington-Sanders, R., Harper, G., Morgan, A., Ogunbajo A., Trent, M., & Fortenbery, J. (2015). *The Role of Sexually Explicit Material in Sexual Development of Same-Sex-Attracted Black Adolescent Males*. Archives of Sexual Behavior.

³Boyce, P., Huang Soo Lee, M., Jenkins, C., Mohamed, S., Overs, C., Paiva, V., Reid, E., Tan, M., & Aggleton, P. (2007). *Putting sexuality (back) into HIV/AIDS: Issues, theory and practice*. Global Public Health.

⁴Fine, M & McClelland, S. (2006). *Sexuality Education and Desire: Still Missing after All These Years*. Harvard Educational Review.

⁵Zaneva, M., Philpott, A., Singh A., Larsson, G., & Gonsalves, L. (2022). *What is the added value of incorporating pleasure in sexual health interventions? A systematic review and meta-analysis*. Plos One.

together. However, The Pleasure Project does stand by some core values, these will now be outlined below:

The Pleasure Project Core Values:

No discrimination: At The Pleasure Project we value all team members 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 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 take a zero-tolerance 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 engage 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).

Our values regarding our mission:

- Our advocacy and work are centred on the belief that safe, pleasurable sex is a human right. We believe that:
 - a. Everyone has 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 (e.g., Sex works and gay and transgender men's groups).
- We emphasise 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 will be our 10 Pleasure Fellows from varying roles, jobs, backgrounds and geographies. After training, the Pleasure Fellows will be confident and competent 'pleasure experts' in promoting the pleasure question as positive disruptors at conferences and events and in their professional roles. The Pleasure Fellows will also help contribute to 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 will help amplify the voices of pleasure, creating a buzz, excitement and more diverse voices to challenge the potential opposition.

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 embarkment 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

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 on-going support mechanisms post training.

4. The Pleasure Fellows obligations

4.1 The Pleasure Fellow shall:

- 4.1.1 Attend a minimum of 4 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.

5. Post-training project

- 5.1.1 Once a proposal has been submitted for a project post-training and funding has been agreed and allocated The Pleasure Fellow must honour this agreement and payment unless otherwise agreed.
- 5.1.2 A record of where money has been spent must be kept so funding agreements are followed and reimbursements can be made in good faith.
- 5.1.3 The Pleasure Fellow must commit to writing a short follow up (min 500 words) about their project (this is in addition to the short write up (4.1.4).

6. Intellectual Property Rights

- 6.1 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.
- 6.2 Distribution of material, knowledge and The Pleasure Project training resources post training sessions will occur under a creative commons licensing agreement:
 - 6.2.1 The Pleasure Fellows will be allowed to copy and redistribute the material in any medium or format.
 - 6.2.2 They will be allowed to remix, transform and build upon the material for any purpose
 - 6.2.3 Points 5.1.1, 5.1.2, 5.1.3 will be conducted under the main core strapline of 'creating a billion more pleasurable, safe, experiences'.
 - 6.2.4 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);

7. Termination

- 7.1 The Pleasure Fellows must complete and attend all training sessions upon signing in agreement to the terms and conditions unless subject to adverse circumstances and discussed with The Pleasure Project.
- 7.2 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.
- 7.3 The Pleasure Fellow shall return any training materials they have received.
- 7.4 The Pleasure Fellow may no longer receive funding for the post-training project, any money they may have received for future endeavours must be returned.