

The background of the cover is a photograph of a group of people, likely students, practicing a martial art or fitness routine outdoors. They are wearing dark blue t-shirts and pants. The t-shirt in the foreground has a large orange and white graphic that says 'KUALA LUMPUR MALAYS'. The people have their hands raised in a specific pose. The background shows a red building and some greenery. A large red vertical bar is on the left side of the image.

ANNUAL REPORT 2025

*(Empowerment to Ownership: Leading
the Culture of Safety)*

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INTRODUCTION

The 2025 fiscal year marked a defining period of strategic consolidation and forward momentum for Fightback. As the organization matured, our focus evolved from rapid expansion to strengthening the systems, partnerships, and frameworks that ensure long-term, measurable impact. This year was characterized by intentional growth deepening our institutional presence while enhancing the sustainability and scalability of our model.

Guided by our commitment to prevention, innovation, and leadership development, Fightback prioritized embedding safety education into the structures that shape everyday environments. By aligning program delivery with institutional priorities and advancing our digital capabilities, we strengthened our capacity for durable, systemic influence.

The achievement of 501(c)(3) status represented a significant milestone in our organizational development, reinforcing governance, accountability, and long-term sustainability.

Simultaneously, the expansion of our digital learning platform transformed our localized curriculum into a globally accessible, scalable standard for violence prevention.

2025 was not merely a year of growth, it was a year of foundation-setting for enduring, systemic change.

2025: YEAR IN REVIEW

Executive Summary: The 2025 fiscal year saw Fightback solidify its position as a leader in safety innovation. Building on the momentum of previous years, we shifted focus toward strengthening safe school ecosystems, advancing workplace integrity, and expanding technology-enabled prevention models.

2025 Impact at a Glance

Historic Milestone: Officially registered Fightback as a **501(c)(3) organization**, enabling global expansion and philanthropic collaboration.

Digital Development: Conducted the Rupantaran E-Learning Orientation/Promotion in partnership with UNICEF, Fightback application Minimum Viable Product (MVP) development .

Total Reach in Numbers: **2770+** participants across schools, **127** students reached through ASA., **11** districts covered, reached **56** trekking guides and porters



LEADERSHIP REFLECTION

Vikrant Pandey
Founding Director

As we reflect upon the year 2025, this year was a period of deep implementation and leadership for Fightback. Building on the systems, partnerships, and innovation strengthened in previous years, our focus shifted to embedding safety education into everyday practice across schools, workplaces and local communities.

This year, the energy of our movement was driven by the young people. We saw a remarkable transition from students being participants to becoming leaders through our After School Activities and peer-to-peer training models. By equipping young people with situational awareness and sexual violence risk reduction skills, we are empowering a generation of change-makers who carry the banner of safety within their own circles.

Our impact is amplified through collaboration. This year, we strengthened our ties with community based organizations and workplace institutions ensuring that safety education becomes a priority and fostering a respectful and accountable environment. We also expanded our specialized programs for visually impaired women and girls, while also venturing into the tourism and transport sectors to address specific harassment risks faced by women in these industries.

The year also marked important organizational milestones. Trainer capacity-building enhanced quality and care across programs, while the digital application learning initiative advanced through user testing, and MVP(Minimum Viable Product) development. Furthermore, I am proud to share that Fightback is now officially registered as a 501(c)(3) organization. This shift significantly strengthens our global readiness and governance, ensuring that the impact we create in Nepal can be sustained and shared with the world for years to come.

Thank you: to our trainers, partners, parents, and most importantly, our students. Your trust is the foundation upon which Fightback stands. As we look ahead, we remain committed to a simple but profound goal: a world where safety and dignity are a reality for everyone, everywhere.

OUR PROGRAMS AND KEY ACTIVITIES

In 2025, Fightback's school-based interventions moved beyond basic awareness toward **building safety education and student-led advocacy**. By delivering age-appropriate and inclusive training, we empowered students across Nepal from the capital to the plains of Kapilvastu with the physical confidence and situational awareness to navigate their worlds safely.

Our 2025 curriculum emphasized that safety is a collective responsibility. We expanded our footprint to ensure high-quality prevention models reached diverse student populations:



We delivered critical violence and harassment risk reduction and safety training at Shree Samayathan Ma.Vi (Shivraj), Shree Janata Ma.Vi (Maharajgunj), Shree Nepal Rastra Secondary School (Bemeha), and Shree Purnakeshwor Secondary School, fostering resilience and unity among students in the Terai region.

Institutional Deepening:

- **Budhanilkantha School:** Conducted a 3-day intensive session on self-protection and situational awareness for a gender-inclusive cohort.
- **Mangaladevi Secondary School:** Implemented a "3R" framework- Risk, Response, and Responsibility to guide students toward safer life choices.
- **Tej Binayek Secondary School:** Focused on enhancing student participation and building long-term vocal and physical confidence.
- **Apex Life School:** Facilitated "Recap and Upgrade" sessions specifically for female students, bridging the gap between basic safety and advanced leadership.

- **Strategic Partnerships & Peer Leadership:** The defining success of 2025 was the transition of students from learners to leaders.

We strengthened our impact through strategic alliances with youth-led and community-focused organizations:

AIESEC Nepal: Partnered at **Akhanda Bidhya Sadhan** and delivered specialized violence risk reduction training.

Anahat Nepal: Through our collaboration with **Anahat Nepal**, we delivered our safety program in 4 schools ensuring that our programs are supported by a broader network of advocates.

2.The After School Activity (ASA) Model

A major strategic evolution for 2025 was the deepening of the **After School Activity (ASA)** model. Recognizing that safety skills require consistent practice to be effective, our ASA programs at **DAV School** and **Lincoln School** moved beyond traditional workshops to create an immersive, year-round environment for skill-building and peer leadership.



To foster a culture of achievement and accountability, several recognition and award ceremonies were held to honor student leaders:



"By equipping young people with the tools of situational awareness, we are not just teaching them to stay safe; we are empowering a generation of change-makers who carry the banner of dignity within their own circles."

Experiential Learning & Holistic Development:

The 2025 ASA curriculum was designed to bridge the gap between physical self-defense and broader life skills. Through a blend of intensive training and experiential learning, students mastered:

- **Practical Self-Protection:** Internalizing the Mental, Vocal, and Physical framework through regular practice.
- **Situational Awareness:** Developing a keen eye for risk assessment in diverse environments.
- **Teamwork & Leadership:** Building the collective confidence to advocate for themselves and support their peers.

2025 Program Highlights

- **ASA Outings & Survival Skills:** Learning was taken out of the classroom through specialized outings that incorporated basic survival skills and real-world experiential training.
- **Cultural & Peer Engagement:** Activities such as "Cultural Dress Days" and peer-led sessions helped students find their unique voices and strengthened the bond of the safety community.

DAV Sushil Kedia Vishwa Bharati School:

Celebrated student achievers in July and August. Conducted felicitation ceremonies in September and November to recognize excellence in safety education and leadership.

The Peer-to-Peer Model: In a landmark demonstration of knowledge transfer, students from the **DAV School ASA program** led training sessions for their peers at **Kuleshwor School**. This model proves that our soft skill framework is not just a curriculum, but a transferable skill set that empowers adolescence to protect their own communities.

The true impact of the 2025 ASA program is reflected in our student's ability to make safe choices and act as protectors within their circles. By moving from one-off workshops to a sustained engagement model, Fightback has effectively combated "skill fade" and ensured that safety is an inherent part of the identity of the next generation.

3. Workplace & Organizational Training

In 2025, Fightback intensified its focus on the corporate and development sectors, recognizing that workplace safety is a cornerstone of institutional excellence. Our interventions shifted from basic compliance to the creation of Safe Professional Ecosystems, where employees are equipped to identify risks, support colleagues, and foster an environment of zero tolerance for harassment.



- **ICIMOD (International Centre for Integrated Mountain Development):** Delivered comprehensive violence and harassment risk reduction training, aligning staff safety with the organization's global mission of sustainable development.
- **WaterAid Nepal (Bardiya):** Conducted field-based training to enhance workplace safety awareness, specifically tailored for frontline workers operating in diverse and remote environments.
- **Nabil Bank (Biratnagar):** Continued our commitment to the financial sector by providing sexual violence risk reduction sessions for employees, reinforcing our partnership with one of Nepal's leading banking institutions.
- **WomenLead Nepal:** Facilitated an intensive 3-day workshop for the WomenLead team. This session focused on advanced strategies for harassment prevention and the development of peer-support mechanisms to ensure a resilient organizational culture.

The 2025 workplace sessions have moved the needle from awareness to active participation. By empowering employees with "Vocal and Mental" de-escalation tools alongside institutional reporting knowledge, we have helped our partners to **reduce institutional violence risk, and enhance employee wellbeing.**

4. Community-Based Initiatives

In 2025, we expanded our program to meet the specific needs of marginalized groups and high-risk professional communities. By addressing unique vulnerabilities, we are fostering a culture of inclusion and resilience across Nepal.

- **Empowering the Visually Impaired:** In a deepening of our long-standing partnership with **Prayatna Nepal**, we conducted a specialized 5-day intensive training program for visually impaired women and girls. The curriculum was adapted to focus on heightened situational awareness and tactile self-defense techniques. Participants practiced vocal boundary-setting, empowering them to navigate public spaces with increased independence and confidence.
- **Safe Trails: High-Altitude Protection in Namche:** Building on the momentum of its 2024 launch, **Fightback expanded its specialized violence and harassment awareness training** for the mountaineering community in 2025. With continued support from U.S. and local government funding, the initiative moved toward its goal of training 1,000 guides and porters, further establishing them as vital first-responders for safety and boundary violations on the trail. Following the success of pilot sessions in Pokhara and the Khumbu region, the 2025 program deepened its reach. Key developments included: **Strategic Collaboration** with the **Namche Youth Group** to launch a community-wide safety initiative in the Everest region. We delivered targeted training to hotel owners, trekking guides, and porters to establish "Safe Trails" by equipping local service providers with the tools to prevent harassment and violence, ensuring a respectful environment for both locals and international visitors.



- **The InDrive Nepal Partnership:** As urban mobility evolves, so do the risks associated with the transport sector. Fightback partnered with InDrive Nepal to set a new standard for passenger and driver safety. Training sessions focused on "Responsible Behavior," teaching drivers how to maintain professional boundaries and de-escalate potential conflicts. By sensitizing drivers to the risks of harassment, we are actively contributing to a safer, more reliable ride-sharing ecosystem in Nepal.

TRAINER CAPACITY BUILDING: Strengthening the Core

The strength of Fightback lies in the expertise, empathy, and professionalism of our trainers. In 2025, we prioritized **Trainer Capacity Building** to ensure that our expanding regional reach is matched by a rigorous commitment to quality. By integrating advanced soft skills and psychological support into our "Train-the-Trainer" (ToT) model, we have equipped our team to handle complex safety dynamics with care.

Our internal capacity-building sessions this year moved beyond physical techniques to focus on the nuances of safety education and institutional reporting:

- **Soft Skill Specialization:** This year's specialized soft skill sessions were dedicated to the continuous improvement of our **existing Mental and Vocal curriculum**. By concentrating on the nuances of **content delivery**, the ethical frameworks of consent, and standardized **reporting forms**, we ensured our trainers remain at the cutting edge of situational awareness and vocal de-escalation techniques.
- **High-Impact Guest Sessions:** We invited industry experts to facilitate specialized workshops, bringing global best practices to our local team:

Ms. Yamuna Panchkoti (Building Skills for Trainers): Focused on pedagogical excellence, enhancing the ability of trainers to engage diverse audiences effectively.

Mr. Rajkumar Saha (Psychological First Aid): Provided critical training on identifying and managing trauma, ensuring that our trainers can offer immediate, empathetic support to participants during intensive sessions.



These investments have significantly enhanced our operational quality across Nepal. By fostering a team that is not only physically skilled but also psychologically equipped, our trainers are now equipped to act as safety leads, capable of delivering effective, high-quality interventions in any professional or community context.

"Our trainers are the frontline of our mission. By investing in their psychological and professional development, we are ensuring that every 'Fightback' session is delivered with the empathy, skill, and authority required to create real change."

INNOVATION & DIGITAL EVOLUTION

In 2025, Fightback reached a critical turning point in its digital journey, moving from conceptual tools to systemic integration. By harnessing the power of e-learning and mobile technology, we are ensuring that high-quality life-skills and safety education are accessible to every adolescent in Nepal, regardless of their geographic location.

- **Rupantaran Program:** Following the successful transfer of intellectual property from UNICEF in 2024, the program shifted its focus to promoting “Digital Rupantaran.” This phase uses a digital learning platform to expand access to essential social education. The goal is to enroll more than 50,000 adolescents across four provinces in Nepal by 2026, through high-quality, technology-based delivery. By strengthening and expanding its digital resources, the program is increasing its reach while also supporting the long-term sustainability and continued development of the Rupantaran package as a key initiative for adolescence empowerment in the region.
- **The Fightback App: Advanced MVP Development:** Over the past year, we made significant progress in advancing the Fightback mobile application to the Minimum Viable Product (MVP) stage. Our focus was on building a platform that is both technically robust and closely aligned with the needs and realities of young users. To guide this process, this year, we conducted extensive student surveys and user testing, ensuring that youth perspectives directly informed the app’s design and functionality. These insights enabled us to refine the interface, making it intuitive, engaging, and accessible for adolescents. The platform’s learning framework is grounded in Fightback’s behavioral and experiential approach, which emphasizes developing practical skills for navigating complex social situations. Rather than focusing solely on information delivery, the app prioritizes early noticing, perception, and decision-making under pressure.

The convergence of these digital initiatives has provided a platform for consistent safety education across both urban and rural school networks. We used data-driven testing to ensure that our digital tools meet the actual needs and behaviors of modern adolescents.



GLOBAL ENGAGEMENT & HISTORIC MILESTONES

In 2025, Fightback's mission was amplified through the formalization of our international status. By moving the conversation on safety from the classroom to the public stage, we have inspired a broader culture of resilience and accountability.

a. Public Engagement & Thought Leadership Our leadership engaged in pivotal public platforms to raise awareness and spark dialogue on systemic safety:

TEDxPremierIntlSchool: Our founder delivered motivational talks focusing on the intersection of purpose, leadership, and personal safety. These engagements serve to inspire the next generation of change-makers to lead with courage and resilience. [Watch full video here](#)

b. Historic Milestone: 501(c)(3) Registration

Perhaps the most significant institutional achievement of 2025 was the official registration of **Fightback as a 501(c)(3) organization**. This status marks our transition into a globally recognized non-profit entity, significantly strengthening our governance framework. As a 501(c)(3), Fightback is now uniquely positioned to engage with international philanthropic partners and scale our Nepal-born innovations such as the MVP framework and digital tools to a global audience.

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"2025 was the year Fightback truly found its global voice. From the TEDx stage to our 501(c)(3) registration, we are proving that a safety model born in Nepal has the power to protect and empower the world."



FUTURE OUTLOOK: 2026 AND BEYOND

As we look toward 2026 and the years that follow, Fightback is transitioning from a period of Deep Implementation to one of **Global Institutionalization**. Our strategic roadmap is focused on ensuring that the methodologies born in Nepal become the gold standard for safety education worldwide, driven by technology and a newly strengthened global governance structure.

Our goal for 2026 and beyond remains as simple as it is profound: to ensure that the tools for protection are not just available but are **embedded** in the fabric of every community. We are moving toward a world where safety and dignity are not exceptions, but the universal standard for everyone, everywhere.

THANKING OUR PARTNERS

Strategic and Sector Partners:

- UNICEF
- AIESEC Nepal
- Anahat Nepal
- InDrive Nepal
- ICIMOD (International Centre for Integrated Mountain Development)
- WaterAid Nepal (Bardiya)
- Nabil Bank (Biratnagar)
- WomenLead Nepal
- Prayatna Nepal
- Namche Youth Group

Educational Institutions

- DAV Sushil Kedia Vishwa Bharati School
- Lincoln School
- Budhanilkantha School
- Apex Life School
- Kuleshwor School
- Akhanda Bidhya Sadhan
- Mangaladevi Secondary School
- Tej Binayek Secondary School
- Shree Samayathan Ma.Vi (Shivraj)
- Shree Janata Ma.Vi (Maharajgunj)
- Shree Nepal Rastra Secondary School (Bemeha)
- Shree Purnakeshwor Secondary School

TEDxPremierIntlSchool



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