



WATER

WORKING AROUND TRAUMA
WITH EMBODIED RESOURCES

TRAINING OF TRAINERS

INFOPACK FOR PARTICIPANTS

29 November – 6 December 2026

Samostan Mekinje, Kamnik, Slovenia · Erasmus+ Mobility of Youth Workers (KA153-YOU)

arrival day · Saturday 28 November 2026

departure day · Monday 7 December 2026



Welcome to WATER

30 youth workers from Slovenia, Spain, France, Greece, Latvia, Morocco and Jordan will meet for eight days of training in trauma-informed, embodied and arts-based youth work in multicultural environments. What connects all of you is your daily work with young people who carry experiences of war, displacement, violence or exclusion, and who often cannot, or do not want to, put those experiences into words. These experiences can contribute to challenges in social inclusion and make active participation in community life more difficult.

During the training you will learn practical tools that work where language does not, and how to use them safely and ethically in your own context. Afterwards you will bring them home to your young people and colleagues, and help shape the WATER digital handbook.

If you are motivated to explore embodied and arts-based methods and can put what you learn into practice with support from your organisation, this training could be a good fit for you.

What this training is, and what it is not

WATER builds professional competence to support young people affected by trauma, using methods that do not depend on spoken language: movement, breath, voice, visual arts, creativity and symbolic expression. The WATER methodology, developed by Zavod APIS with Hana Alhadi and dr. Nena Močnik, follows a clear sequence: sensory perception, then embodied regulation, and artistic articulation.

Four things every participant should know

You will never be asked to talk about your own difficult experiences. This is professional training, not therapy. What you share, and how much, is always your choice.

You can step out of any activity at any time, without explaining why. You choose your level of involvement in every exercise. Stepping out is part of the method.

You will work with your body. Embodied exercises are designed without touch, with alternatives, and adapted to different cultural and religious contexts.

You are expected to pass it on. After the training you will run at least one activity at home.

Working Language

The working language is English. Participants should be able to follow the main discussions and take part with support. Language support will be available through intercultural mediators and peers, according to the needs and languages agreed with partner organisations. Please tell your sending organisation about any language support you need before travelling.

Before the training

Selected participants will take part in preparation coordinated by their national group (the partner organisation), together with the project coordinator, Zavod APIS. Preparation includes:

Local preparatory support. Discuss learning goals, expectations, practical arrangements and support needs with your national group.

Closed online group. Meet other participants, share questions and receive updates before travelling.

Supporting materials. Explore secondary traumatisation, personal and professional boundaries, self-care and ethical work with sensitive experiences.

Online preparatory meeting. Meet participants and coordinators to discuss the programme, venue, travel arrangements and questions.

Individual conversation if needed. Request a private conversation about support needs or adaptations, without having to disclose personal traumatic experiences.

Around three days before the mobility, selected participants will receive the final information: the detailed timetable, arrival instructions, recommended equipment, shared-living arrangements, emergency contacts and Youthpass information.

Coordination & trainer team



Romana Zajec

PROJECT COORDINATOR

Founder and Director of Zavod APIS with more than 12 years of experience coordinating Erasmus+ and international cooperation projects focused on social inclusion, migration, and arts-based nonformal education. She is also a producer of short documentary films, socially engaged exhibitions and music events.



Dr. Nena Močnik

LEAD TRAINER

Youth worker and scholar in collective trauma, forced displacement, and gender-based violence, with the extensive experience designing and delivering international trainings for youth workers, researchers and professionals in working with traumatized communities and in prevention of violence.



Hana Alhadi

TRAINER

Embodied movement facilitator and trainer specialising in creative movement, body awareness, and psychosocial wellbeing. She has over twelve years of experience working with migrant and refugee communities through arts-based approaches and has collaborated with APIS on several international projects. She combines movement practice with intercultural learning to foster resilience, connection, and emotional regulation.



Elena Karagianni

GUEST CONTRIBUTOR · ASANTE, GREECE

Elena Karagianni is an art educator who studied at the Athens School of Fine Arts. Her work connects arts education, multicultural learning and support for refugee communities. She contributes to WATER with the support of ASANTE.

Her workshop will explore how living environments shape people's embodied experience, wellbeing and sense of possibility. Particular attention will be given to prolonged stays in refugee accommodation and their effects on both residents and staff. Participants will reflect on how spaces can reinforce restriction and distress, and what this means for inclusive, trauma-aware youth work.

Photo: Pavlos Fysakis · Source: Onassis Foundation
<https://www.onassis.org/people/elena-karagianni>

Partner organizations will contribute with sharing concrete practices from the ground. Intercultural mediators will travel with the delegations, helping participants express needs in a familiar language, support understanding around

movement, proximity and touch, and help the group through misunderstandings. Their role is safety and understanding, not only translation. It does not replace clinical care.

Programme

Indicative rhythm; the detailed timetable follows around three days before the mobility.

Day by day

DAY	MORNING	AFTERNOON
Sat 28 Nov	Arrival at Samostan Mekinje	
Day 1 Sun 29 Nov	Welcome to WATER Programme, objectives, structure and ethical framework · orientation in space and first grounding exercises	Building a safe learning space Trust and group agreements · co-created rules, circle work, trauma-informed check-ins
Day 2 Mon 30 Nov	Understanding trauma in youth work Bodily, emotional and behavioural responses · experiential learning, short inputs, individual reflection	From understanding to practice Cases from partner organisations · case analysis in small groups, structured reflection
Day 3 Tue 1 Dec	The body as a resource Body awareness and self-regulation · somatic practices: grounding, orientation, breath	Embodied tools for youth work Culturally sensitive, no-touch approaches · observational learning, boundaries and choice
Day 4 Wed 2 Dec	Creative expression lab Artistic and creative methods as non-verbal approaches · learning through making	Creative expression lab continues Experimental creative work
Day 5 Thu 3 Dec	Recognising triggers and group dynamics Problem-based learning, working with body signals, group analysis of real situations	Responding to challenging situations Calming and de-escalation · simulations, role play, embodied regulation, reflection in pairs
Day 6 Fri 4 Dec	Wellbeing and resilience of youth workers Secondary trauma and burnout · reflective somatic exercises, self-regulation, shared experience	Sustainable self-care Personal and organisational strategies · peer support, group work, action planning
Day 7 Sat 5 Dec	Transferring the methods Adapting to different organisational and cultural contexts · co-creation, work by country and organisation	From learning to action Personal action plans, peer feedback and dissemination planning
Day 8 Sun 6 Dec	Reflection and evaluation Participatory evaluation, gallery of learning, Youthpass reflection	Next steps and future cooperation Group discussion, networking and the closing reflection circle
Mon 7 Dec	Departure	

Your safety and wellbeing

WATER works with content that can touch participants personally. Many of you work in emotionally demanding settings, and some of you carry your own experiences. The training is designed with this in mind.

- **Gradual and adjustable.** Trainers approach difficult themes gradually (titration), use orientation in space and grounding, and adjust pace and intensity to the group.
- **Daily check-ins.** Short check-ins and check-outs every day help us notice how the group is doing.
- **Space to withdraw.** A quiet space for rest or a private conversation is available throughout. Trainers are available for short individual conversations.
- **Learning buddies.** You will have a learning buddy from another country, to reflect with during and after the training.
- **Mother-tongue support.** Intercultural mediators are part of the team, so support in your own language is possible when needed.
- **Professional referral.** If needed, we can put you in touch with English-speaking professionals in Slovenia (costs not covered by project organisers)
- **Group agreement.** On Day 1 we create our group agreement together. WATER has zero tolerance for discrimination, harassment or any inappropriate behaviour. A named safeguarding contact person is introduced on Day 1.
- **Your image, your words, your data.** Photos, video and quotes are used only with your written informed consent, in line with GDPR. You can say no, or withdraw consent later. We never ask for personal trauma narratives or medical records.

Intercultural learning

During the training, you will work with people from different countries, professional contexts, languages, cultural backgrounds and lived experiences. We encourage curiosity rather than assumptions, active listening, respect for different perspectives, and awareness of our own cultural lenses and ways of communicating. Participants are invited to ask rather than assume, remain open to different communication styles, and recognise that experiences of the body, safety, trust, boundaries and trauma may be shaped by different cultural and social contexts.

Venue and accommodation

The training takes place at Samostan Mekinje, a beautifully restored 14th-century monastery in Kamnik, about 25 km north of Ljubljana and around 1 km from the town centre: a quiet, safe setting for in-depth learning and group work, with good public transport connections.

ADDRESS	Samostan Mekinje (Mekinje Monastery), Polčeva pot 10, Mekinje, 1241 Kamnik, Slovenia
---------	--

ROOMS	Shared rooms for three or four people. Participants travelling green can share a twin room with one other person. Rooms are allocated by availability and individual support needs; please tell us your needs in advance. To respect different cultural backgrounds and privacy needs, bedrooms and accommodation corridors or floors will be separated by gender.
MEALS	Breakfast, lunch and dinner, based on local and seasonal ingredients and mainly plant-based. Vegetarian, vegan, religious and allergy-related needs are respected; however limited options are available, please tell us your needs in advance.
WORKING SPACES	Multipurpose rooms for plenary work, small groups and movement. All creative and printed materials are provided.
PRAYER AND CALM SPACE	Available on request.
LINEN AND TOWELS	Provided by the venue
INTERNET	Free wireless internet throughout.
CHECK-IN / OUT	Check-in on Saturday 28 November; rooms are vacated on Monday 7 December. Tell APIS your arrival and departure times.

Travel, budget and reimbursement

The training, accommodation and provided meals are covered for selected participants. There is no participation fee. Travel arrangements and the approved travel contribution for reimbursement are agreed with APIS after selection, as explained below.

APIS must approve your travel before you buy anything.

Send APIS your proposed outward and return itinerary with all travel costs, and wait for written confirmation of both the route and the approved amount before buying any ticket. Include travel dates, departure and arrival points, transport providers, ticket prices and all airport and local transfers, and say if you propose green travel. Changes, paid shuttles and taxis also need approval before booking.

For approval: water@zavodapis.si · Cc: apis@zavodapis.si

Travel contributions · per person, return journey

COUNTRY	ONE-WAY DISTANCE BAND	STANDARD
Slovenia	10–99 km	€28
Spain	500–1,999 km	€309
Latvia	500–1,999 km	€309
France	500–1,999 km	€309
Greece	500–1,999 km	€309
Jordan	2,000–2,999 km	€395
Morocco	2,000–2,999 km	€395

These are the project's planned travel distance bands. The amounts shown are the project's travel-budget ceilings, based on the applicable Erasmus+ unit contributions—not automatic cash payments or amounts that participants are expected to spend in full. Under WATER's travel-support arrangements, APIS covers reasonable, necessary and pre-approved travel costs within the confirmed budget. Each amount relates to the whole return journey, while the distance band is calculated one way. Participants are encouraged to choose cost-effective, environmentally responsible travel options and use public transport whenever feasible. APIS must confirm your eligibility, route, travel budget and reimbursement arrangements in writing before you book.

A greener journey to WATER

Choose train, coach or another eligible sustainable option where possible. **Green travel can mean a higher contribution, support for necessary travel days and a smaller shared room.**

- **The 50% rule.** At least 50% of the total outward-and-return distance must be covered by eligible sustainable transport, counted in kilometres across the whole journey, including connections. For a journey of 2,400 km in total, at least 1,200 km must be sustainable. A short airport bus after mostly flying does not make a journey green.
- **Eligible modes.** Train, bus or coach, bicycle and car-sharing. For car-sharing, agree the evidence with APIS in advance. A boat journey combined with other low-emission transport may qualify; ask APIS to confirm your complete route.
- **Higher contribution.** An eligible route can use the green rate even if standard travel was originally planned, subject to APIS approval and the project budget.
- **Travel days.** Where justified, individual support may cover one travel day before and one after the activity, plus up to four additional days for green travel: up to six travel days in total. Agree the dates with APIS before booking.
- **Evidence.** Send the full itinerary and prices to APIS, including flights and all connections, and keep tickets and evidence for every leg. APIS must confirm green-travel eligibility, approved costs and any extra travel days before you buy.

CHOOSE GREEN TRAVEL · SHARE A TWIN ROOM

Participants choosing eligible green travel may stay in a room with two separate beds, shared with just one other participant. Places in these rooms are limited, with priority given to participants who book eligible green travel first, after receiving APIS approval. Other participants stay in shared rooms for three or four people. Room allocation also takes account of availability and individual support needs.

Getting to Mekinje

Times, prices and stops depend on the selected service, so use the official planners before sending your route to APIS.

Ljubljana Airport · LJU / Brnik

Look for an Arriva bus from Brnik / Ljubljana airport to Kamnik. Direct services are timetable-dependent. If no suitable connection runs on your date, take an airport bus to Ljubljana bus station and continue to Kamnik. The airport has no railway station. If you wish to join the free Mediterranean Day concert organised by APIS, plan your arrival in Ljubljana with APIS.

lju-airport.si/en/transport/bus · arriva.si/en/timetables · lju-airport.si/en/transport/shuttle-services

Zagreb Airport · ZAG

Take the Pleso Prijevoz airport shuttle to Zagreb Central Bus Station, about 35–40 minutes, then a coach to Ljubljana and a bus to Kamnik. FlixBus operates Zagreb–Ljubljana services; check the duration and the exact arrival stop. Allow time for baggage collection and both onward connections when choosing your flight, and confirm the complete return route and total cost with APIS.

zagreb-airport.hr/en/passengers · plesoprijevoz.hr · global.flixbus.com/bus-routes/bus-zagreb-ljubljana

Venice Marco Polo Airport · VCE

Check FlixBus first for coach connections towards Ljubljana, then compare Nomago or GoOpti. Another option is an ATVO or ACTV airport bus to Mestre, followed by a coach to Ljubljana. Check your ticket carefully: a Venice or Mestre city stop is not the airport. For a shuttle quote you can ask for Mekinje Monastery as the destination; availability and cost must be confirmed by the operator and approved by APIS before booking.

global.flixbus.com/bus-routes/bus-venice-ljubljana · veneziaairport.it/en_gb/transport · nomago.si/en/shuttle/marco-polo-airport · gooti.com

Arriving by train or coach

By train. Plan your journey to Ljubljana via hubs such as Vienna, Graz, Villach, Trieste or Zagreb. Compare the complete route, connections and any overnight stops. Check current services with Slovenian Railways and the relevant operators before sending your proposal to APIS.

<https://potniski.sz.si/en/international-travel/> · <https://www.oebb.at/en/> · <https://int.bahn.de/en/>

By coach. Check FlixBus first for services to Ljubljana, including connections from Zagreb, Trieste, Venice or Vienna. Other options include Arriva bus services and GoOpti shuttles, depending on your route. Check the exact stops and include the onward journey to Kamnik. APIS must approve your full itinerary and costs before booking.

<https://global.flixbus.com/> · <https://arriva.si/en/> · <https://www.gooti.com/en/> · <https://www.ap-ljubljana.si/en/>

Ljubljana → Kamnik → Mekinje

Check Arriva buses to Kamnik. Rail connections depend on the day, so verify availability before planning a train. From central Kamnik the monastery is about 1 km away, roughly a 15-minute walk depending on your stop. Tell APIS if you need help with the final transfer.

arriva.si/en/timetables · potniski.sz.si/en/timetable-finder

Operator information was checked in September 2026. Reconfirm timetables and fares for your own travel dates.

PROGRAMME FOR THE MEDITERRANEAN DAY

On 28 November, on the arrival day, participants are invited to attend a concert organised within the frame of the Mediterranean Day, when concerts are taking place simultaneously across Euro-Mediterranean countries. APIS in collaboration with Slovenian Academy of Sciences and Arts, the project coordinator, is organising a concert in the beautiful ZRC SAZU Atrium in Ljubljana (Research Centre of the Slovenian Academy of Sciences and Arts).

Poet Abir Al Jundy will open the event with a spoken-word performance addressing migration, leaving home and rebuilding life as a woman in a new country.

Palestinian rapper and singer Mohammad Jadallah, known as El Henry, will perform a 25-minute set of original songs addressing displacement, war, identity and the experiences of Palestinians.

The evening will conclude with a performance by Syrian-Iraqi singer-songwriter Ali R. Taha and Slovenian-Syrian violinist Sausan Al Hussein. They will perform music from across the Mediterranean arranged for piano, guitar and violin.

Attendance is optional. The concert is free for participants in this training. APIS will arrange transport to Mekinje afterwards for those who confirm attendance and explicitly request transport, so tell us in advance. The meeting point and time will follow. If you do not join the concert, agree your arrival arrangements with APIS.

APIS Institute organises this free concert annually for the International Day of the Mediterranean (28 November), featuring music from Syria, Palestine and the wider Middle East.

How to claim your travel costs

Travel reimbursement follows the activity and the APIS check of your complete claim. Your route and costs must be approved before booking, and any visa-related costs agreed in advance too.

1 · Keep and upload all travel documents

DOCUMENT	WHAT YOU NEED
Tickets and e-tickets	Every outward and return leg: flights, trains, buses and approved transfers, showing your name, dates and route.
Boarding passes	Every outward and return flight, including connections. Save digital copies.
Invoices and receipts	Supplier, service, date, amount and currency. Include approved local transfers and eligible visa costs.
Proof of payment	Evidence that each claimed expense was paid, linked to the corresponding invoice or receipt.
Different citizenship	If your country of citizenship differs from the country of your sending organisation, your sending organisation must provide a signed declaration confirming that you legally reside in that country during the training.

2 · Complete the reimbursement form

- Upload the evidence to your personal project folder. Enter one expense per line and add a direct link to each ticket, invoice, boarding pass and payment record. A link to the folder alone is not enough.

- Enter the original amount and currency shown on the receipt, and leave the separate “Claim in EUR” field for APIS. Include your participant, contact, sending-organisation and travel details.
- Identify the payment recipient, you or your sending organisation, and give the account-holder name and address, IBAN or account number, bank name and country, and SWIFT/BIC, plus any routing details needed for non-EU transfers.
- Claim only expenses paid by you or your sending organisation. Exclude anything already paid or reimbursed by APIS or another funder.

3 · SEND YOUR COMPLETED CLAIM AS A PDF

To: water@zavodapis.si · **Cc:** apis@zavodapis.si

Add any missing return-travel documents promptly. APIS checks the evidence, attendance, eligible amount and bank details before confirming payment. During the training, sign the daily attendance lists and the main-training attendance declaration, and keep your original travel documents as well as the uploaded copies.

Visa, insurance and documents

- **Documents and visa.** Slovenia is in the Schengen area. EU citizens need a valid ID card or passport. Participants from Jordan and Morocco generally need a short-stay Schengen visa. If you live in the EU on a temporary residence or protection document, tell your organisation early so your travel and re-entry rights can be checked. Keep receipts for visa costs and mandatory insurance, and agree these costs with APIS in advance.
- **Insurance.** Bring your European Health Insurance Card (EHIC) if eligible, or valid health insurance for the whole stay. Participants who need a Schengen visa must meet its health-insurance requirements. The EHIC does not replace travel insurance. Your sending organisation and APIS will confirm which insurance is arranged for you.
- **Medication.** Bring enough personal medication for the whole stay, with the prescription.

What to bring

- Comfortable clothes you can move in, and thick socks or indoor shoes.
- Warm layers, a winter jacket, hat and waterproof shoes. Early December in Kamnik is cold, often around freezing, and snow is possible. We keep heating moderate, so layers help. Flipflops for the shared bathrooms.
- A reusable water bottle. Tap water in Slovenia is safe to drink.
- Passport or ID, EHIC or insurance documents, and your travel tickets.
- Personal toiletries (including shampoo and soap) and enough personal medication for the whole stay. Linen and towels are provided by the venue.

Your learning and Youthpass

On Day 1 you start an Individual Learning Plan with your own goals. You document your learning every day in the reflection circle and in learning envelopes, review your progress on Day 4, and on Day 8 present what you have learned in a gallery of learning. Trainers and mediators help you describe your learning in your own words. APIS will issue a Youthpass certificate to participants in the training.

You will also sign the daily attendance list and the attendance declaration. After the training, the European Commission will email you an online Participant Report. Please check your inbox and spam folder, and submit it by the deadline in the invitation.

After the training

After returning home, each participant does at least one of the following:

Run a workshop with at least five young people.

or

Present the methodology to at least ten youth workers in your environment.

- **Local Activity:** You plan your local activity during the training, together with other participants. The format is flexible and decided with the trainers.
- **E-handbook:** Send a short report about local activity with photos (with consent) and numbers to your sending organisation. Practice examples feed into the WATER digital handbook, to be published under a Creative Commons licence. Guidance and submission dates will be shared with selected participants.
- **Follow-up and e-handbook dissemination virtual event:** Join the online follow-up meeting after the training (date to be confirmed) and stay in touch with your learning buddy.
- **Community.** You are invited to the WATER Community of Practice: an online group (WhatsApp) for learning buddies, shared adaptations of exercises and peer support. Participation after the training is voluntary.
- **Share.** When you post about WATER, use the Erasmus+ logo and funding statement, and #ErasmusPlus #WATERTOT #WATERProject. Always ask for consent before sharing photos of others.

Useful to know about Slovenia

CURRENCY	Euro (EUR). Cards are widely accepted; carry some cash for small purchases.
ELECTRICITY	230 V, plug types C and F (European two-pin).
TIME ZONE	Central European Time (UTC+1).
EMERGENCY	112 (ambulance, fire) · 113 (police)
A FEW WORDS	Dober dan – Good day · Živijo – Hi · Hvala – Thank you · Prosim – Please · Nasvidenje – Goodbye · Oprostite – Excuse me · Ne razumem – I don't understand

Contacts

PROJECT COORDINATOR	Romana Zajec, Zavod APIS · water@zavodapis.si (Cc: apis@zavodapis.si) · phone / WhatsApp details will follow before departure
ZAVOD APIS	General enquiries · apis@zavodapis.si
PROJECT INBOX	water@zavodapis.si

Coordinating organisation and partners

WATER (Working Around Trauma with Embodied Resources) brings together organisations from Slovenia, Spain, France, Greece, Latvia, Morocco and Jordan to strengthen trauma-informed, embodied and arts-based youth work in multicultural environments. Coordinated by Zavod APIS, the partnership combines experience in creative education, social inclusion, refugee support and intercultural dialogue.

Zavod APIS · Slovenia · Coordinating organisation

Founded in Ljubljana in 2012, APIS Institute works at the intersection of socially engaged arts, non-formal education and social inclusion. It uses film, photography, storytelling and movement to support intercultural dialogue and participation, particularly with refugees, asylum seekers, migrants and young people with fewer opportunities. Its experience includes Erasmus+ projects such as Facing the Street and Act & Art for Positive Social Change, alongside Horizon research collaborations. APIS coordinates WATER and hosts the training in Slovenia.

Asociación EuroMuévete · Spain

Based in Málaga, EuroMuévete supports young people with fewer opportunities through non-formal learning, local workshops, mentoring and international youth mobility. Its programmes develop personal, social and professional skills, encourage active citizenship and create opportunities for intercultural exchange. It brings experience in inclusive learning and supporting young people's participation in their communities.

AMSED · France

AMSED (Association Migration Solidarité et Échanges pour le Développement), based in Strasbourg, supports the social, educational and professional inclusion of young people, migrants and refugees. Its work combines local mentoring and guidance with youth mobility, volunteering and intercultural learning, drawing on experience in disadvantaged neighbourhoods.

ASANTE · Greece

ASANTE is a grassroots organisation in Athens working for social inclusion, human rights and the participation of migrant and refugee communities. Its activities include practical support, educational programmes and cultural mediation. It brings experience of refugee reception settings, child protection and the everyday realities of displacement to WATER.

Riga Municipality · Latvia

The Education, Culture and Sports Department of Riga Municipality supports education, culture, sport and youth work across the city. Working with youth centres and local services, it promotes social inclusion and participation, including for young people displaced from Ukraine. Its municipal network helps bring WATER's learning into everyday youth work.

Coconut Morocco · Morocco

Coconut Morocco is a non-profit youth organisation based in Tangier and part of the Coconutwork network. It works with young people with fewer opportunities through non-formal learning, intercultural exchange and creative media, including storytelling, photography and video. Its activities address inclusion, human rights, digital participation and wellbeing.

WE Center · Jordan

Founded in Amman in 2008, the East & West Center for Sustainable Development supports young people through non-formal education, volunteering and community initiatives. Its work focuses on human rights, gender equality, peace and dialogue. It brings experience of working with young refugees and facilitating participation in culturally sensitive settings.

We look forward to welcoming you in Mekinje!

The project WATER (Working Around Trauma with Embodied Resources) was selected for funding under the Erasmus+ 2026 Call for Proposals for Mobility of Youth Workers (KA153-YOU), through MOVIT, the Slovenian National Agency.

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the National Agency. Neither the European Union nor the granting authority can be held responsible for them.