

“Increasing the capacity of law enforcement authorities to tackle racist crime, hate crime and homophobic crime through experiential learning (Experience Crime)” JUST/2013/FRAC/AG/6185

Training program: understanding and combating hate crime for law enforcement officers

Brief Introduction - background:

The present training is part of the EC project “*Increasing the capacity of law enforcement authorities to tackle racist crime, hate crime and homophobia through experiential learning (Experience Crime)*”. The project aims to transfer to judges, police officers and legal practitioners knowledge and skills on racist crime, hate and homophobic crime; to promote anti-racist ethos in law enforcement bodies; to promote networking and exchange of good practice, good practice manuals and model protocols for handling such crimes. The project is implemented by the Centre for European Constitutional Law (CECL) (GR), the Hungarian Helsinki Committee (HU), Art.1 (NL), COSPE (IT), Antigone (GR) and the Greek Council for Refugees (GRC).

This training program was designed to accommodate the training needs of law enforcement officers regarding the combat of hate crime in Greece, Italy and Hungary. These needs were identified through a training needs assessment among law enforcement officers in these countries between February and June 2015. The program presents a general framework for a two/three day training event, which can be adapted to country specific needs and circumstances throughout the European Union.

Objective of the program:

The main objectives of the program are:

- to provide participants with knowledge and skills to identify hate crimes;
- to provide participants with knowledge and skills to correctly handle and investigate hate crimes;
- to sensitize participants to the needs of victims of hate crime;
- to increase participants' awareness of the need to effectively combat hate crime as part of the police responsibility to protect all citizens;
- to sensitize participants to diversity issues.

Agenda

MODULE 1: Understanding bias and diversity				
Session (title)	Time (min)	Content (in bullet point form)	Exercises	Specific material
Introduction	60 mins	Welcome - presentation of the project and the structure of the training	<ul style="list-style-type: none"> Tour de table Ice breaking exercise 	Optional: Welcoming video Cepol <i>Icebreaking exercise police.doc</i>
Bias and stereotypes	80 mins	<ul style="list-style-type: none"> Concept of bias and stereotypes Awareness of own bias <p><i>Expected outcome:</i> Definition of bias</p>	Discussion: examples of bias in the media Stereotype exercise using national vulnerable groups Debriefing: defining bias	Recent national/local media articles or images using/reinforcing stereotypes (to be provided at national level) <i>Questions media articles police.doc</i> <i>Exercise on stereotypes police.doc</i> <i>Police background material - definitions.doc</i> <i>Diversity exercise TAHCLE police.doc</i>
Diversity	60 mins	Awareness of sensitization to diversity	Exercise to demonstrate diversity of participants' close environment	

MODULE 2: Recognising Hate crime				
Session (title)	Time (min)	Content (in bullet point form)	Exercises	Material
What is hate crime?	60 mins	Understanding of concept of hate crime	<ul style="list-style-type: none"> • Small groups: participants' definition of hate crime • Presentation definition OSCE and reflection in group discussion • Presentation of some example cases to clarify 	<ul style="list-style-type: none"> • Definition OSCE http://hatecrime.osce.org/what-hate-crime • Short descriptions of national cases(to be provided at national level)
Vulnerable groups	80 mins	<ul style="list-style-type: none"> • Awareness of vulnerable groups • Shared definition and understanding of vulnerable groups <p><i>Expected outcome:</i></p> <ul style="list-style-type: none"> • Country specific list of vulnerable groups • List of national examples of hate crimes participants are aware of 	<ul style="list-style-type: none"> • Small groups: list national vulnerable groups as well as national examples of hate crimes • Groups present their lists and examples • Trainer presents national data on hate crime against different groups 	<ul style="list-style-type: none"> • FRA Making hate crime visible in the European Union (http://fra.europa.eu/sites/default/files/fra-2012-hate-crime.pdf) • FRA EU MIDIS: Minorities as victims of crime (http://fra.europa.eu/sites/default/files/fra-2012-eu-midis-dif6_0.pdf) • National statistics(to be provided at national level)
Impact of hate crime	80 mins	<ul style="list-style-type: none"> • awareness of impact of hate crime • Sensitization to victims 	<ul style="list-style-type: none"> • Victim narratives (text/audio/video) • discussion about impact on victims and on society 	<p>National victim narratives, text/audio/video (race and LGBT)(to be provided at national level)</p> <p><i>questions impact victims police.doc</i></p>

MODULE 3: The role of the police (presence of a police officer as a co-trainer; legal expert and public prosecutor present during specific sessions)

Session (title)	Time (min)	Content (in bullet point form)	Exercises	Specific material
Legal context	60 mins	<ul style="list-style-type: none"> Presentation of national legislation on hate crimes Very short reference to international obligations to investigate hate crimes 	<ul style="list-style-type: none"> Presentation <u>by legal expert</u> questions participants 	Short overview of relevant national legislation (to be provided at national level)
Investigating hate crimes	30 mins	<ul style="list-style-type: none"> Hate crimes vs other crimes Bias indicators <i>Expected outcome:</i> preliminary list of bias indicators 	<ul style="list-style-type: none"> Discussion lead <u>by police co-trainer</u> Optional: discussion on ethnic profiling with police co-trainer 	<ul style="list-style-type: none"> Chapters 1 and 2 of OSCE guide (http://www.osce.org/odhr/39821?download=true) <i>questions difference hate crime police.doc</i> Questions and background information on ethnic profiling (to be provided at national level)
	120 mins	<ul style="list-style-type: none"> Knowledge and practical skills for recognizing bias motivations and effectively investigating hate crimes <i>Expected outcome:</i> <ul style="list-style-type: none"> points of attention for investigating a hate crime 	<ul style="list-style-type: none"> Small groups work on cases and present results assessment by public prosecutor: What is needed to build a strong case file ? Reflection and questions (groups + prosecutor) Exercise: role play 	<ul style="list-style-type: none"> National case studies IT/HU/GR Optional/additional: <i>case studies from TAHCLE training police.doc</i> Presence of public prosecutor (at least during the session on investigating hate crimes)
optional: Dealing with victims	60 mins			<i>Role playing exercise police.doc</i>

"This publication has been produced with the financial support of the Fundamental Rights & Citizenship Programme of the European Union. The contents of this publication are the sole responsibility of the Centre for European Constitutional Law, the Hungarian Helsinki Committee, the ART.1, the Greek Council for Refugees, the Antigone and the Cooperazione per lo Sviluppo dei Paesi Emergenti and can in no way be taken to reflect the views of the European Commission."