

## GUIDELINES FOR TRAINING ADDRESSED TO LEGAL PRACTITIONERS/POLICE OFFICERS AND CSOs

### General indications

Pilot trainings for legal practitioners/police officers and CSOs are intended to enhance the level of assistance and support to victims of hate crimes by providing professionals with information and strategies to use in assisting bias-motivated crime victims and allowing CSOs to provide a standardised guidance when dealing with victims of hate crime. Trainings are based on a victims-centred approach focused on the victims needs in order to ensure full exercise of their rights guaranteed by the Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime.

**Reasoning:** Hate crime is often a hidden social problem since it affects not only individuals but society as a whole. Recognising hate crime is a precondition for recognizing victims specific needs in order to provide adequate support for victims and apply special protection measures. For the purpose of finding the best solution to counteract hate crime and to work on its prevention there is necessity to address the problem of hate crime by building knowledge and expertise among all the key stakeholders - law enforcement practitioners (police, state attorneys, judges, lawyers), victim support service providers and CSOs representatives dealing with hate crimes.

**Aim:** To develop and improve skills, knowledge and attitudes of legal practitioners, police officers and CSOs for the purpose of better understanding the hate crime and its consequences and the specific challenges it carries with it.

#### **Specific goals:**

For legal practitioners this training aims to help in recognizing hate crime, understanding its background and impact on the society, ensuring its adequate classification and understanding specific needs and rights of victims of hate crime.

For police officers these trainings will help in recognizing hate crime, understanding its background and impact on the society, ensuring its adequate classification, conducting effective investigation and prosecution of a hate crime, interacting with victims of hate crime more effectively in order to understand their specific needs and rights.

For victim support service providers (both public and private) this training will help to deal with victims of hate crime more effectively, understanding their specific need and rights in order to provide the victim with the right support.

For CSOs professionals training should help to raise awareness on specifics of hate crimes: victims needs and rights, consequences of non-reporting, and the role of CSOs representatives in promoting vulnerable groups rights and non-discrimination.

#### Structure and scope

For the purpose of achieving above defined aims, two specific trainings will be held: one for



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legal practitioners and/or police officers and the other for CSOs representatives. Within this transnational project, each partner will prepare and organize two trainings for 21 participants, for a period of 16 hours, divided into two days, or 32 hours of education per country in total.

**Learning objectives:** To enhance the professional competences of training participants as well as to improve their capacity of dealing with victims and their specific needs. By the end of this training, participants will be able to understand the impact that hate crime has on individuals, communities, and society, understand the legal framework related to hate crime, recognize the defining factors of hate crimes and incidents and to understand the importance of their own prejudices. Also, attendees will gain knowledge on how to approach victims of hate crime and what are its specific needs and rights according to national legislation and Directive 2012/29/EU.

**Participants:** In order to achieve a larger impact, it is needed to ensure participation of 21 attendees per each of two trainings. Participants can be motivated and informed about the training using different communication channels like web sites, media, social media, email or online and offline notifications. Organizers should consider contacting the experts - institutions/bodies/CSO's - who already work with target groups or are involved in education of the target groups (such as police and legal academies, state attorney's office, organisations providing victim support), in order to help the organisers to motivate the participants to attend the training course and to ensure high quality of training by their presence. For the purpose of ensuring high level of participants involvement, it is recommended to hold trainings in more non-formal environments that allows trainers to interact more closely with participants, such as sitting in a U-shape or in any form that is not ex-cathedra form and using participative methods (e.g. discussion and work groups).

**Trainers:** For the purpose of quality implementation of the training and fulfillment of its specific goals, trainers should be experts in the field, knowledgeable about hate crimes and familiar with the specific context of the country and region. It is highly recommended that training is held by more than two trainers in order to achieve dynamic and interactive environment and in order to provide participants with different points of view on the topic. Also, to ensure interdisciplinary approach, it is highly recommended that trainers are professionals with different expertise, knowledge and background (such as lawyers/legal officers providing legal support, psychologists, judges, and other relevant persons who have experience of working with victims of hate crime and/or working in advocating the rights of victims of hate crime). By involving more experts from different fields it is possible to achieve better understanding among different professions dealing with hate crimes and provide a space for networking of professionals with other stakeholders working in this field.

**Methods:** Presentations and inputs of the experts, group work (case study), real case examples, if possible (e.g. video material), large group discussions, discussions in smaller groups. For the purpose of summarizing the topics that were processed in training and to encourage participants to express their opinion and share their experience and views on the topic, at the end of each day moderated discussion will be held.

## **Training modules:**

### **Modul 1: Definition and introduction**

- What is hate crime - characteristics and peculiarities
- Legislative regulation of hate crimes



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- Relevant duties of competent bodies prescribed by national laws relating to the treatment of hate crimes
- Importance of recognizing hate crimes

## **Modul 2: Background of the situation**

- Individual impacts of hate crimes
- Community impact of hate crimes
- Case studies

## **Modul 3: Hate crime victims rights and needs**

- List of victims rights according to Directive
- Individual victims assessments - the rights of victim requiring specific protection
- Right to compensation
- How to approach a victim of hate crime
- Overcoming their own prejudices

## **Modul 4: Responsibilities of legal practitioners/police officers according to law and international rights standards**

- Duty to inform the victim about her legal rights (according to Directive)
- Hate Crime Investigation - identifying the steps and techniques to provide constructive and effective responses to hate crimes
- Specific vulnerable social groups
- Challenges and problems encountered by victims of hate crime based on country specifics
- Research findings and what problems in practice exist

## **Modul 5: Role of CSOs dealing with vulnerable groups in promoting their rights and non-discrimination**

- Increasing awareness of the problem of non-reporting of hate crimes
- Vulnerable groups affected by hate crime
- The role of civil society organizations in providing support to victims
- The role of civil society organizations in understanding hate crimes and promoting non-discrimination
- Challenges and problems encountered by victims of hate crime based on country specifics
- Research findings and what problems in practice exist

Modules 1, 2 and 3 are generally applicable for trainings of all relevant stakeholders - legal practitioners, police officers, victim support service providers and CSOs - and should take place on the first day of training. Modules 4 are specifically intended for legal practitioners/police officers while Module 5 is intended for CSOs and should be held on the second day of training.

**Evaluation:** In order to collect immediate feedback about the trainings, an evaluation questionnaire for participants will be conducted (Annex 1). Based on the evaluation questionnaire and data gathered from the participants, organisers will fill out the report form for training courses (Annex 2) .



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## Sample Agenda of the Training of Police

### Day one

09:00 – 09:15	Introduction
09:15 – 10:30	Definition of hate crimes
10:30 – 11:15	Hate crimes legislation
11:15 – 11:30	Coffee break
11:30 – 12:15	List of victims rights according to Directive and duty to inform victims about it
12:15 – 13:00	Lunch break
13:00 - 14:00	Individual victims assessments - the rights of victim requiring specific protection
14:00 – 15:00	Hate Crime Investigation - identifying obstacles as well as the steps and techniques to provide constructive and effective responses to hate crimes
15:00 - 15:15	Coffee break
15:15 –17:00	Moderate discussion

### Day two

09:00 - 10:00	Vulnerable groups most affected by hate crime
10:00 – 11:00	Research findings and what problems in practice exist
11:00 – 11:15	Coffee break
11:15 - 12:15	Challenges and problems encountered by victims of hate crime based on country specifics
12:15 - 13:15	Lunch break
13:15 - 14:15	Case studies



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14:15 - 16:15	Moderate discussion
16:15 - 17:00	Closing and evaluation

## Sample Agenda of the Training of Legal Practitioners

09:00 – 09:15	Introduction
09:15 – 10:30	Definition of hate crimes
10:30 – 11:15	Hate crimes legislation
11:15 – 11:30	Coffee break
11:30 – 12:15	List of victims rights according to Directive and duty to inform victims about it
12:15 – 13:00	Lunch break
13:00 - 14:00	Individual victims assessments - the rights of victim requiring specific protection
14:00 – 15:00	Relevant duties of competent bodies prescribed by national laws relating to the treatment of hate crimes
15:00 - 15:15	Coffee break
15:15 –17:00	Moderate discussion

### Day two

09:00 - 10:00	Vulnerable groups most affected by hate crime
10:00 – 11:00	Overcoming their own prejudices
11:00 – 11:15	Coffee break
11:15 - 12:15	Challenges and problems encountered by victims of hate crime based on country specifics



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12:15 - 13:15	Lunch break
13:15 - 14:15	Case studies
14:15 - 16:15	Moderate discussion
16:15 - 17:00	Closing and evaluation

## Sample Agenda of the Training of CSO's and Victim Support Providers

### Day one

09:00 – 09:30	Introduction
09:30 – 10:15	Definition of hate crimes
10:15 – 11:00	Hate crimes legislation
11:00 – 11:15	Coffee break
11:15 – 12:15	Victims rights and specific needs of victims of hate crime (according to Directive)
12:15 – 13:00	Lunch break
13:00 – 14:00	Importance of recognizing hate crimes
14:00 – 15:00	Obstacles in investigating hate crimes
15:00 – 15:15	Coffee break
15:15 – 17:00	Moderate discussion

### Day two

09:00 - 10:00	Individual and community impact of hate crimes
10:00 - 11:00	Vulnerable groups most affected by hate crime
11:00 - 11:15	Coffee break



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11:15 - 12:15	Increasing awareness of the problem of non-reporting of hate crimes
12:15 - 13:00	Lunch break
13:00 - 14:00	The role of civil society organizations in understanding hate crimes and promoting non-discrimination
14:00 - 15:00	Research findings and what problems in practice exist
15:00 - 15:15	Coffee break
15:15 - 16:30	Moderate discussion
16:30 - 17:00	Closing and Evaluation

## Literature:

- Training Against hate crimes for law enforcement Programme Description, available on <https://www.osce.org/odihr/tahcle?download=true>
- Preventing and responding to hate crimes: A resource guide for NGOs in the OSCE region, available on <https://www.osce.org/odihr/39821>
- National research reports, available on <http://www.vstart.eu/download/>



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