

Decision of the Management Board 35/2020/MB

**ADOPTING OF THE UPDATED CONTENT DESCRIPTION OF THE ONLINE
MODULE HATE CRIME AND REPEALING DECISION 25/2017/MB**

Adopted by the Management Board

on 07 December 2020

THE MANAGEMENT BOARD,

Having regard to Regulation (EU) 2015/2219 of the European Parliament and of the Council of 25 November 2015 on the European Union Agency for Law Enforcement Training (CEPOL) and replacing and repealing Council Decision 2005/681/JHA¹, and in particular Article 9(1)(s) thereof,

Having regard to the Management Board Decision 25/2017/MB adopting the Content Description of the Online Learning Module Hate Crime,

Having regard to the list of training activities planned for 2020²;

Whereas:

- (1) The steps to be taken and matching responsibilities in the development of the online learning modules are based on Governing Board Decisions 2/2009/GB and 18/2010/GB.
- (2) CEPOL National Units, National and Organisational, Contact Points and the Commission DG HOME have been involved in the final validation of the content of the online learning module.
- (3) The content of the module was developed by experts appointed through Executive Director's Decision 12/2020/DIR.
- (4) The update of the online module content on Hate Crime was planned to take place in 2020. This has been set in the list of training activities for 2020.
- (5) It is for the Management Board on the basis of Article 9(1)(s) of Regulation (EU) 2015/2219 of the European Parliament and of the Council to adopt the content descriptions of the online learning modules.
- (6) Therefore, there is a need to repeal Decision 25/2017/MB adopting the existing content description of the Online Learning Module on Hate Crime;

¹ OJ L319, 4.12.2015, p.1.

² See quality document LI PLAN 001-1: List of training activities for 2020

HAS ADOPTED THIS DECISION:

Article 1

- 1) The Content Description of the Online Learning Module Hate Crime as detailed in the Annex to this Decision is hereby adopted.
- 2) Decision 25/2017/MB is hereby repealed.

Article 2

The present Decision shall take effect on the day following that of its adoption.

Done at Lisbon, on 09 December 2020.

For the Management Board
<< Signature on file >>

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Mr José Leitao
Chair of the Management Board

Annex

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A. Product Breakdown Structure

The Product Breakdown Structure (PBS) represents the content of the *Hate Crime* module as it is set up in the online learning environment. Key sections of the PBS are displayed below, covering the online learning module's topics of the Knowledge Landscape and the keywords.

Hate Crime Knowledge Landscape:

1. Introduction
 2. Concepts and Characteristics
 3. Bias Indicators
 4. Victims
 5. Impact
 6. Legal Aspects
 7. Hate Speech – Offline and Online
 8. Effective Investigation and Prosecution
 9. Ensuring and Effective Victim-Centred Response
 10. Prevention, Cooperation and Data Collection
- Glossary

B. Elaboration of the Content – Knowledge Landscape

The module aims at raising awareness and the sense of urgency as regards the issue of hate crime, to help law enforcement officers to better understand the phenomenon and to identify issues in police attitudes and response. It is aimed at police officers and other law enforcement authorities as well as judicial authorities.

The online module contains 10 chapters covering various key topics within the subject area, as well as a glossary of relevant terms and abbreviations and a quiz to test your knowledge and understanding. The module starts with an introductory chapter, defining hate crimes and providing a context through describing the line between hate speech and freedom of speech, the social impact of hate crime, the police response to hate crime, and the importance of tackling hate crime. The other chapters cover the following:

Chapter 2: Concepts and Characteristics: This chapter explains what a hate crime is, describes its characteristics and discusses the role of hate speech, discrimination and negationism in creating a 'breeding ground' for hate crime. Finally, it covers the different types of hate crime offenders, including extremists and terrorists.

Chapter 3: Indicators: This chapter explains what 'bias indicators' are and why it is so important to be able to identify them. It also lists typical bias indicators.

Chapter 4: Victims: This chapter focuses on the psychological impact of being a hate crime victim, and how to ensure victim support from the police and other organisations.

Chapter 5: Impact: This chapter focuses on the impact of hate crimes and bias-motivated incidents, which generally means the psychological distress and behavioural changes of the victim and sometimes the victim's group.

Chapter 6: Legal Aspects: This chapter aims to outline the most important legal provisions guiding the authorities of the EU Member States in dealing with hate crime.

Chapter 7: Hate Speech and Online Hate: This chapter discusses what hate speech is, its causes and consequences. It also covers the international standards for hate speech, prevention and how to combat online hate speech with help from intermediaries.

Chapter 8: Effective Response and Investigation: This chapter aims to identify the main elements to take into account to ensure an effective identification of hate crimes, as well as its proper investigation, prosecution and sentencing by national courts.

Chapter 9: Victim-Centred Response: This chapter aims to practically exemplify the different steps on how to treat a hate crime case. It covers first response, providing victim support and follow-up actions.

Chapter 10: Prevention, Cooperation and Data Collection: This chapter discusses cooperation with stakeholders, building trust with communities to improve reporting and cooperation, and how to prevent further hate crime cases.

C. Self Evaluation: Test my knowledge

Users can test their own knowledge on *Hate Crime* at any time while using the online module through the test my knowledge sections of the module. Test items are pooled according to the topics of the knowledge landscape. A random selection of the items will be offered to users every time they decide to take the self-test for each of the individual topics. Based on the outcomes of the self-test, users will receive feedback and reflection possibilities, which enable them to increase their further professionalisation in the domain of the module.

D. Glossary

The keywords and acronyms from individual chapters are listed together (in alphabetical order) in the online module and are provided to the user to aid navigation through the material.

Annex I

Hate Crime Online Module Content

(The content of the module will be made **available only** in a restricted area in CEPOL's LEEed),