



PROTOCOL (SHORT VERSION)

to address Hate- and Bias-related Incidents in Youth Work Settings

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More **LOVE:** Less **Hate**



9 STEPS TO ADDRESS HATE- AND BIAS- RELATED INCIDENTS

The following list is an excerpt from a more detailed protocol, that you can find here:

Step 1: Become aware of the definition of hate related incidents, identify different actions, activities, expressions, speech both on the physical space and online. Take into account cultural and social particularities while maintaining working definitions.

Step 2: Assess activities, actions, expressions, attitudes, speech based on whether they represent, instigate, promote, or encourage hate speech and hate crime.

Step 3: Assess the presence of clear, present, and imminent danger to the life and wellbeing of individuals or groups. In case where clear, present and imminent danger is present alert local police authorities.

Step 4: Assess the presence of risk towards the reputation of individuals and groups. In case of risk present, report to relevant authorities and/or stakeholders.

Step 5: In cases where although no imminent risk is present, the subject (s) experiences discomfort, mitigating actions should be taken to a. remove the subject from the situation b. remove the instigators from the situation, cease the activities relating / containing hate elements.

Step 6: Identify the causes of hate speech / hate crime: cultural and social causes (bias, prejudice, xenophobia, homophobia, racism) can be addressed with awareness and training campaigns. Causes relating to criminal activity, institutionalised hate speech / crime, need interventions on a legal, legislative and policy level.

Step 7: Take actions to protect vulnerable groups / subjects

Step 8: Lobby against casual hate speech / hate crime as presented in works of fictions, TV series, movies, online games etc

Step 9: Raise Awareness in all stakeholders and maintain awareness through regular communication and visibility activities.



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