

# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## II ACTION PLAN TO COMBAT HATE CRIMES 2022-2024

MINISTRY OF THE INTERIOR – SECRETARIAT OF STATE FOR SECURITY

# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## PRESENTATION BY THE MINISTER OF INTERIOR



A "hate crime" is a prejudice-motivated criminal offence against a person with specific characteristics, whether actual or perceived. Such crimes are included in our regulations and are not only an attack to the victim, but also seek to have an impact on the entire group with which the victim identifies, spreading fear and insecurity which, in turn, directly threaten the safety and co-existence of society in general.

The progressive prominence that hate crimes have acquired in recent times in the Spanish legal, social and political landscape –and in our social and cultural environment– is undeniable. These behaviors threaten society as a whole and seriously endanger normal and peaceful co-existence.

In this context of fighting hate crimes, despite the fact that important advances have been made in terms of non-discrimination and respect for diversity, various forms of intolerance like racism, xenophobia, LGTBphobia and others continue to be present in our society, taking on many shapes, which range from the most overlapped and subtle to the most serious, such as hate crimes.

We must not forget that a key pillar of co-existence in society **is mutual respect** between the different people which make it up. Unfortunately, there are still persons who act with contempt and hatred against others simply because they don't conform to certain social standards that, in many cases, have passed from one generation to the next, through certain negative prejudices.

These prejudices have led to heinous attacks against a person for being "different". In other words, we are faced with attacks that despise the dignity of the person, which is inherent to our condition as human beings, and which means being recognized as equal by all members of society. Therefore, the seriousness of the behaviors motivated by these negative prejudices lies in the fact that these people deny that human condition and seek to destroy the right of all to live in peace and harmony, not accepting the pluralism and diversity of our society.

In January 2019, and as an expression of the Government's commitment to deal with this hateful conduct, made explicit in my appearance before the Congress of Deputies in July 2018, we approved the first Action Plan to combat Hate Crimes, as a strategic tool to articulate the necessary mechanisms to build a single framework of good police



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



practices that satisfies in a multidisciplinary way –and especially through the collaboration and interaction with civil society organizations and other institutions that work in this area– preventive, investigative and police assistance to victims, avoiding double victimization and bringing the police figure closer to the groups or collectives most likely to suffer hate crimes or discrimination, while increasing the awareness of the different sectors of civil society and promoting the active collaboration of all the Ministries involved, supporting a reinforcement of mutual collaboration and the implementation and dissemination of educational actions that contribute to raise awareness and to help prevent these crimes.

After three years, and in the light of the experience gained, I am pleased to present the **II Action Plan to combat Hate Crimes (2022-2024)**, developed in the same way in which was drawn up the first Action Plan, that is, with the participation and contributions of both the State and the Autonomous Police Forces, as well as the specialized Prosecutor's Office and the third sector, in order to be able to develop those measures in accordance with social reality. Many of these are a continuation or termination of others that have been carried out throughout the validity period of the first Action Plan, and others, the majority, are totally new. All of them have determined the main **Action Lines**, where, now, the assistance and support to **hate crimes victims** plays a **significant role**.

With this second Action Plan, progress is made in the combat against hate crimes. But this would not be possible without the continuous dialogue and collaboration between all the actors involved, who have observed the necessary continuity of commitments acquired by the Ministry of Interior in this area.

I would like to end by expressing my appreciation and gratitude for the important effort made by the National Police and the Civil Guard, the Navarre Police force, the Ertzaintza and the Mossos d'Esquadra, as well as the specialized Prosecutor's Office and the various organizations and associations of the third sector, since with their work, commitment and contributions, they have greatly enriched the elaboration of this new and hopeful **second Action Plan to combat Hate Crimes**, which will be in force during the period 2022-2024. This recognition has been especially remembered and celebrated by the President of the Government on the occasion of his attendance and chairmanship of the Monitoring Committee of the first Action Plan to combat Hate Crimes, held on September 10, 2021, and in which it was announced, precisely, this second Action Plan.

**Fernando Grande-Marlaska Gómez.**  
**Ministro del Interior.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 1. INTRODUCTION

The evolution of our societies demands an increasingly effective response to address the challenges arising from existing attitudes and expressions that go against the exercise of fundamental human rights and freedoms. Most especially, the response must tackle behaviours objectively and subjectively infused with hate and discrimination against the victims due to their real or supposed connection, relationship, affiliation, support or belonging to a group based on certain circumstances, as provided for in Spanish legislation.

The history of the fight against hate crimes in Spain goes back scarcely a decade, but the improvement in this sphere has been substantial despite all of the different difficulties arising from the lack of knowledge about these kinds of crimes. Such crimes are based on human rights themselves, which in turn should be recognised for any person due to the mere fact of being human. This fact is stipulated in the very Universal Declaration of Human Rights, which states in its Article 1 that: “All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.”

Following this same path, the Spanish constitution consecrates equality as one of the highest values of its legal system, and in its Article 14 as a fundamental right. Indeed, its Article 9.2 stipulates that “It is incumbent upon the public authorities to promote conditions which ensure that the freedom and equality of individuals and of the groups to which they belong may be real and effective, to remove the obstacles which prevent or hinder their full enjoyment, and to facilitate the participation of all citizens in political, economic, cultural and social life.”

Based on the fundamental rights and duties laid down in the Spanish Constitution, Article 10 proclaims that “Human dignity, inviolable and inherent rights, the free development of personality, respect for the law and for the rights of others are the foundation of political order and social peace.” The same article also states that “The principles relating to the fundamental rights and liberties recognised by the Constitution shall be interpreted in conformity with the Universal Declaration of Human Rights and the international treaties and agreements thereon ratified by Spain.”

Along these lines, Article 16.1 of the Spanish Constitution also protects citizens’ fundamental rights and duties on ensuring that “Freedom of ideology, religion and worship of individuals and communities is guaranteed, with no other restriction on their expression than may be necessary to maintain public order as protected by law.”



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



The Law Enforcement Bodies, on complying with their constitutional mandate to protect the free exercise of rights and liberties, take such fundamental values as their permanent guide, particularly if we take into account the fact that types of behaviour that clash with equality such as discrimination and hate crimes or incidents can seriously endanger normal social coexistence.

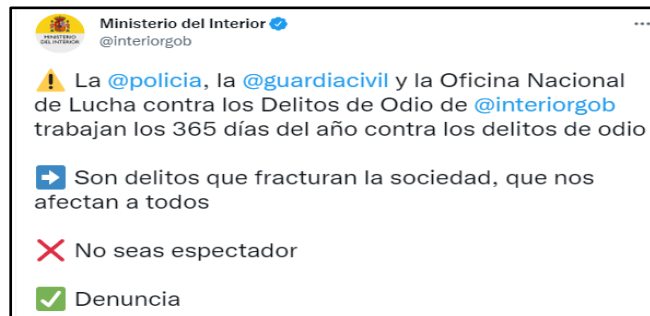


Image. – Tweet on reporting hate crimes.  
Source. – Ministry of the Interior’s Twitter account.



Image. – National ONDD Mark.  
Source: – Spanish Patent and Trademark Office.

That is why it is necessary to keep in mind the “Spanish Law Enforcement Bodies’ Action Protocol for hate crimes and actions that infringe legal rules on discrimination”, as regards its list of unified, homogeneous rules and guidelines for police officers to identify, correctly gather and statistically record racist or xenophobic crimes and incidents or discriminatory behaviour, and to define the specific elements to be taken into account in police activity.

For all of these reasons, it is necessary to follow the “path” laid out by the **first “Action Plan to Combat Hate Crimes”** which was in force until 2021, and which managed to materialise 48 out of the 54 possible measures. **International and European bodies such as the European Union Agency for Fundamental Rights (FRA) and the Office for Democratic Institutions and Human Rights (ODIHR) belonging to the Organization for Security and Cooperation in Europe (OSCE)** have evaluated such measures positively, so much so that they use Spain as an example of good practices in the fight against hate crimes, participating with a significant role in multiple events organised by these institutions. These include:

- **The first workshop on “Assessing National Structures and Services for Hate Crime Victims in Spain”**, which falls within the ESTAR project organised by the OSCE’s Office for Democratic Institutions and Human Rights and the National Office to Combat Hate Crimes. This organisation chose Spain to host the



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



first event, which was then repeated in other countries. This meeting concentrated on evaluating the existing national structures and services to support victims of hate crime, in order to identify deficiencies and subsequently draw up future measures to improve assistance to the victims, all based on a report of recommendations. To do so, representatives took part from the National Office to Combat Hate Crimes, law enforcement bodies, the Ministry of Inclusion, Social Security and Migration, the Ministry of Justice, the Office of the Spanish State Ombudsman, the Attorney General of the State's Office and organisations from civil society.

- **Collaboration with the OSCE-ODIHR** in drawing up the document on the compendium of good practices in combating hate crime and supporting victims.
- **Collaboration with the European Union Agency for Fundamental Rights (FRA)** on drafting the guiding key principles on cooperation among police authorities and civil society organisations.
- **A survey carried out with hate crime victims, which was available on the Ministry of the Interior's website from 18 December 2020 to 31 March 2021**, and whose report was posted on the Ministry of the Interior's web page. Today, the results are being painstakingly analysed with staff participating from the National Office to Combat Hate Crimes (ONDOD) in various academic congresses in order to continue improving in the prevention and response being given to this criminal phenomenon through the Ministry of the Interior.
- **Creating and continually updating a map of services for assistance to the victims.** This is available on the Ministry of the Interior's website and includes services for information, legal assessment, victim protection and psychosocial support. The map covers the whole of Spain by provinces and is progressively introducing services from different associations and organisations from the social economy.
- **Participation in multiple training days and courses** organised by different international and national institutions (statewide, regional and local) and organisations from the social economy.
- **3rd Seminar on Hate Crimes**, entitled: "A reflection on improvement in preventing hate speech", which 320 officers attended from different police corps in order to specialise.





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



- **Collaboration in drawing up the “Protocol to combat Illegal Hate Speech Crime Online”**, carried out by the work group on “Hate Speech” as part of the “Agreement to cooperate institutionally in combating racism, xenophobia, LGBTphobia and other forms of intolerance”.
- **Participation in the European project AL-RE-CO on “Hate speech, racism and xenophobia: alert and coordinated response mechanisms”**, which aims to improve the State authorities’ ability to identify, analyse, monitor and evaluate online hate speech, as well as to draw up shared strategies to combat speech based on racism, xenophobia, Islamophobia, antisemitism and anti-Romani sentiment.

Likewise, it is worth mentioning that in September 2021 the first Action Plan was concluded by the Extraordinary Monitoring Committee presided over by the Prime Minister of the Government, announcing eight lines of action for this 2<sup>nd</sup> Action Plan.



**Image.** - Extraordinary Monitoring Committee for the First Action Plan  
**Source:** – Ministry of the Interior’s Twitter account.



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



Hence, the previous Action Plan is now in the process of implementation, with six measures that were considered but which are yet to be completed, numbered: 9.4, 10.3, 12.1, 12.2, 12.3 and 13.4, several of which are inter-related<sup>1</sup>. These measures have been included in this **2<sup>nd</sup> Action Plan to combat crime (2022-2024)**, together with other completely new ones, where the **main aim is “assistance and support for victims of hate crime”** and the intention is to carry on the important work that has been done by the law enforcement bodies together with the social economy institutions, organisations and associations involved, as well as the National Office to Combat Hate Crimes.



Image. - First “Action Plan to combat hate crimes” (2019-2021).  
Source: – [1st Action Plan](#).

<sup>1</sup> These measures are in the process of implementation of the 1<sup>st</sup> Action Plan to combat hate crimes, included in the 2<sup>nd</sup> Action Plan (albeit with a different numbering in the latter):

*Measure 9.4. Establishing a procedure for analysing risks that enables police officers to identify a possible case of hate crime, even when it has not been specifically reported.*

*Measure 10.3. Registering the amount of hate crime incidents identified. To do so, contents detected by different social collectives and reported to the Office will be centralised in the National Office to Combat Hate Crimes, as well as those recorded by the police corps.*

*Measure 12.1. Signing of a framework agreement for collaboration, cooperation and coordination between the Ministry of the Interior and the Spanish Federation of Municipalities and Provinces in the matter of hate crimes.*

*Measure 12.2. A national seminar specialising in training Local Police officers (LPOs).*

*Measure 12.3. Establishing contact among social interlocutors and the LPOs in their corresponding geographical areas to carry out the Agreement.*

*Measure 13.4. Giving incentives for organisations of vulnerable collectives to inform the National Office to Combat Hate Crimes of incidents that they have become aware of, in order to follow up the possibility of reporting them, and if not, making the specialist teams aware of them. To this end, common guidelines will be agreed with the main organisations, duly harmonised, thereby enabling data to be gathered properly and homogeneously.*





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 2. FRAMEWORK FOR THE SECOND ACTION PLAN

After the intense work carried out with the previous Action Plan, it has been deemed necessary to carry on with this second one to continue bolstering the fight against hate crimes and incidents while improving the activities that have been implemented in order to prevent these kinds of crime before they occur, but also to respond to them with determination when they have been perpetrated so as to attempt to mitigate or reduce the harm caused to the victims, improving the response given by the law enforcement bodies.

This Second Action Plan is again articulated through the Secretariat of State for Security, with the **National Office to Combat Hate Crimes (ONDOD)**, answering to the Directorate General for Coordination and Studies, which is the body entrusted with fostering, coordinating and supervising it.



Image. – Emblems of the National Police and Civil Guard.  
Source: – Spanish Patent and Trademark Office.

Likewise, it is mainly aimed at the State's law enforcement bodies, such that the bodies of the Secretariat of State for Security related to the matter must comply with the measures planned.

Nevertheless, within the context of the agreements reached by the different regional autonomous and local security boards, participation will be encouraged from the different police corps from those institutions.

It is worth noting that in the measures in this Second Action Plan, the need for participation from social economy organisations and associations has taken on special importance, since many of the measures concentrate on support for the victims, as well as the invaluable collaboration from the law enforcement bodies of the State and regional autonomous forces with authority in the matter, which is essential for this new Action Plan to be successful.



Image. – Emblems of the Navarre Chartered Police, Ertzaintza (Basque Police) and Mossos d'Esquadra (Catalan Police).  
Source: – Official regional autonomous police websites.



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



This current Action Plan has eight **lines of action**, fifteen **objectives** to be reached, and **eighty-six measures** proposed. It includes a twice-yearly publication of an information gazette on the problem in order to gather news, new information and case-law concerning hate crimes that may be of interest to social interlocutors.

It is to be implemented immediately once approved by an Instruction from the Secretary of State for Security and published in the General Order of the Directorate General of Police and the Official Gazette of the Civil Guard, and **it shall remain in force until the end of 2024**.

It is crucial to monitor and supervise the Action Plan in order to assess its reach and effectiveness. With the information gathered about its implementation, the National Office to Combat Hate Crime will draw up an annual report in the first quarter of the year in order to verify compliance with the measures that have been carried out over the corresponding year. Furthermore, as will be explained below, a Monitoring Committee is planned to meet at least twice a year.



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 3. LINES OF ACTION, OBJECTIVES AND MEASURES TO BE IMPLEMENTED

This second Action Plan contains eight lines of action, with the victim being the focus of most of them. Hence, the plan is based on improving the quality of the service given to victims, beginning with assistance and support, keeping very much in mind the importance of preventing any hate crime, and a proper response to such crimes. To do so, the momentum gained from the previous Action Plan has been used in “training” the law enforcement bodies to continue the work and maintain greater “awareness-raising” in this second one.

The lines of action determined by the objectives to be achieved by the series of measures to be carried out are as follows:

- **Line of Action 1: Assistance and support for victims of hate crimes.**
- **Line of Action 2: Improvements in the coordination mechanisms of law enforcement bodies and other public and private institutions.**
- **Line of Action 3: Preventing any crime from being committed related to hate crime by developing tools to help improve the effectiveness of investigations, in line with the Secretariat of State for Security’s plans in force (for example, the Plan for Police Activity and Coordination against organised, violent groups of youths; and the Guiding Plan for social coexistence and improvement in security for schools and their environs; etc.).**
- **Line of Action 4: Creation of groups to combat hate crimes within the National Police’s General Commissariat of Information and Provincial Brigades, as well as in the Civil Guard’s Information Service and their Peripheral (non-nationwide) Units.**
- **Line of Action 5: Fostering training and raising awareness among members of the law enforcement bodies in combating hate crimes.**
- **Line of Action 6: Giving incentives for participation, collaboration and activities with organisations from the social economy, geared towards ongoing improvement in combating hate crimes.**
- **Line of Action 7: An increase in the knowledge, tools and instruments used by the law enforcement bodies in combating hate crimes.**
- **Line of Action 8: Increasing human resources at the National Office to Combat Hate Crimes.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## LINE OF ACTION 1: Assistance and support for victims of hate crimes

### [ OBJECTIVE 1 ]

*To study, develop and implement tools to support victims of hate crimes*

#### 1. MEASURES:

**1.1.** Development of a tool of “risk Indicators (RI) of serious or violent hate crimes”, to be placed at the service of the law enforcement bodies so that when they are reported, the police administration staff will get an alert indicating the possibility that the events construe a crime of hate or discrimination. **Implementation: Second half of 2024.**

**1.2.** Filling in a form to assess the individual needs of hate crime victims (“Individual Needs Assessment”). This must be carried out immediately to ensure services are provided for the victim according to their specific needs. The initial evaluation is made by the first officers intervening and concentrates on the victim’s immediate safety and protection needs. Next, the victim support service providers and the specialist police units must carry out a subsequent in-depth assessment. **Implementation: First half of 2023.**

**1.3.** Creation of a victim satisfaction assessment form concerning the treatment and information given by the law enforcement bodies. **Implementation: First half of 2024.**

**1.4.** Raising awareness among citizens about the existence of the complaints book available to the public in National Police and Civil Guard facilities, with the possibility of accessing it online via a link given on posters in police facilities. **Implementation: First half of 2023.**

**1.5.** Ensuring (via the National Office to Guarantee Human Rights (ONGADH) integrated in the Security Services Staff Inspectorate (IPSS)) that there is suitable penal and/or disciplinary treatment of the events known through the programme of complaints and suggestions regulated by Royal Decree 951/2005, establishing the general framework to improve the quality in the General State Administration, going beyond a simple manifestation of user dissatisfaction, with the possibility of construing a hate crime. **Introduction: While the 2<sup>nd</sup> Action Plan is in force.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## [ OBJECTIVE 2 ]

*To promote hate crime victims' support and assessment services.*

### 2. MEASURES:

**2.1.** Fostering contacts between the law enforcement bodies and the offices for assistance to victims of crimes, as well as with organisations and associations from the social economy, with the aim of improving support for hate crime victims. **Implementation: Second half of 2022 (at least one contact per month).**

**2.2.** Expressly encouraging information to be given to hate crime victims about the dangers of publicising the fact that they are a victim, photos and images or data of a personal nature via means of communication and/or the Internet and the social networks. Special attention should be paid to cyber-bullying based on hate or discrimination when the victim is a minor or a disabled person. **Implementation: Second half of 2023.**

**2.3.** Verifying and evaluating the means of protection and support for hate crime victims implemented by the law enforcement bodies in accordance with Sections 2.1 and 2.2 above. **Implementation: Second half of 2023.**

**2.4.** Law enforcement and social economy bodies are to raise awareness about the interactive map of resources as a significant information tool for victims, giving contact data for the crime victims' assistance offices in the different provinces and assistance services provided by the social economy's organisations and associations. **Implementation: Second half of 2022.**

2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

GOBIERNO DE ESPAÑA MINISTERIO DEL INTERIOR SECRETARÍA DE ESTADO DE SEGURIDAD DIRECCIÓN GENERAL DE COORDINACIÓN Y ESTUDIOS

Oficina Nacional de Lucha Contra los Delitos de Odio

ALERTCOPS

Mapa de recursos

La Oficina Nacional de Lucha Contra los Delitos de Odio ofrece este listado de recursos para atención a las víctimas. Seleccione la provincia de su interés en el mapa o selector y se mostrarán los servicios provinciales.

España

Organismos	Contacto
Organismos Centrales	
Oficina Nacional de Lucha Contra los Delitos de Odio	asistencia.ondod@interior.es www.interior.gob.es
Servicio de asistencia a víctimas de discriminación del Consejo para la promoción de la igualdad de trato y no discriminación de las personas por el origen racial o étnico	900203041 628860507 info@asistenciavictimasdiscriminacion.org www.victimasdiscriminacion.org
CERMI - Comité Español de Representantes de Personas con Discapacidad	913601678 cermi@cermi.es www.cermi.es
Línea Arcoiris (LGTBI)	913604605 info@felgtb.org www.felgtb.org

Image. – Main page of the map of resources.

Source: – [Ministry of the Interior's Website](#).



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**2.5.** Establishing a sequence for action to be taken by the law enforcement bodies to support hate crime victims once they are aware of a possible hate crime, taking into account the content of Measures 3.1 and 3.2 of this Action Plan. In this vein, and in coordination with the General Directorate for International Relations and Foreign Affairs, a procedure for action should be set out for Interior Attachés and Consuls to support hate crime victims, when events occur in their accredited countries. **Implementation: First half of 2023.**

**2.6.** Spreading awareness of the free ALERTCOPS app and the specific HATE CRIMES button so that victims can be assisted and advised about this problem once the occurrence has been communicated. **Implementation: First half of 2023.**

**2.7.** Public or private institutions or entities, as well as the law enforcement bodies, should encourage the use of mediation procedures and techniques with hate crime within family or neighbourhood environments when they are not serious crimes, analysing each specific case and provided that the parties agree to do so. All of this should be done with no detriment to the corresponding police investigations being carried out, as well as prosecuting them in keeping with procedural law. **Implementation: Second half of 2024.**

## [ OBJECTIVE 3 ]

*To identify and establish good practices to ensure a better response for hate crime victims.*

### 3. MEASURES:

**3.1.** Reviewing and updating the content and recommendations in the “Protocol for Action for Law Enforcement Bodies for Hate Crimes and Behaviour that Breaches the Law on Discrimination”. **Implementation: Second half of 2022.**

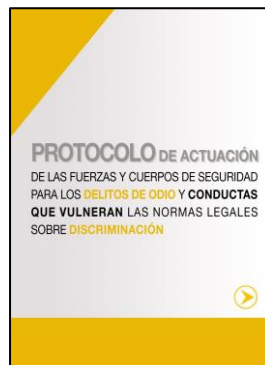


Image. - Cover of the Protocol for Action by Law Enforcement Bodies.

Source. - [Ministry of the Interior's Website](#).





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**3.2.** Updating and dissemination of the “Guide of good practices for reporting hate crimes”, and the “Guide for action with hate crime victims with developmental disabilities”, mainly to the law enforcement bodies’ offices to whom they are reported, by delivering published copies and online dissemination. **Implementation: First half of 2022.**

**3.3.** Fostering joint training and awareness-raising programmes for those working in different disciplines (medicine, psychology, law, social work, security, etc.) involved in attending to hate crime victims. **Implementation: Second half of 2023.**

**3.4.** Fostering awareness of the existence of procedures for a victim to be able to report or complain about any supposed hate crime or discriminatory treatment by a member of the law enforcement bodies. **Implementation: Second half of 2023.**

**3.5.** Raising awareness about the procedures and good practices being carried out in Spain within the sphere of the competences of the National Office to Combat Hate Crime, among the different European and international bodies that work in this matter, as well as among other institutions or authorities in other countries that may have authority in this sphere. In order to foster such knowledge in other countries and to have an effect on the procedures and good practices in Spain, where applicable it will be necessary via the General Directorate for International Relations and Foreign Affairs to count on collaboration from Interior Attachés and Consuls in order to establish the relationships for cooperation with the police authorities and other relevant bodies in their accredited countries. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

## LINE OF ACTION 2: Improvements in the coordination mechanisms of law enforcement bodies and other public and private institutions

### [ OBJECTIVE 4 ]

*To stimulate collaboration and coordination among the different law enforcement bodies.*

#### 4. MEASURES:

**4.1.** Signing of a framework agreement for collaboration, cooperation and coordination between the Ministry of the Interior and the Spanish Federation of Municipalities and Provinces in the matter of hate crimes. **Implementation: First half of 2023.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**4.2.** A national seminar specialising in training Local Police officers (LPOs) held at least once a year. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**4.3.** Establishing contact between social interlocutors and the LPOs from the different geographic police areas where they work in this field to foster synergies, in order to generate streamlined collaboration, especially in terms of contacts and relationships with social economy organisations and associations. **Implementation: Second half of 2023.**

**4.4.** Encouraging meetings between the different law enforcement bodies depending on the different local, State or Autonomous Regional government administrations in order to deal with the problem of these crimes in each sphere of application, and coordinating investigations into these types of crime. **Implementation: First half of 2024.**

**4.5.** Meeting the need for certain investigations into criminal activities committed by “organised, violent groups of youths” to take into account “reasons of hate” and the corresponding indicators of polarisation, as well as possible implications nationally. **Implementation: First half of 2022.**

**4.6.** Boosting contacts between the law enforcement bodies and lawyers’ bar associations to foster greater specialisation and exchanges of experience and good practices between the two collectives in this matter. **Implementation: Second half of 2024.**

**4.7.** Disseminating and specifying how the National Office to Combat Hate Crimes (ONDOD) should act and participate to comply with Instruction no. 6/2021 from the Secretary of State for Security, which deploys the mechanisms for communication and coordination of said National Office, with State and Regional law enforcement units involved in hate crime investigations in which said office requests information. **Implementation: First half of 2023.**

**4.8.** Promoting “Referral Action Days” in the sphere of hate speech, coordinating through the National Office to Combat Hate Crimes with the different police forces and the Counter-Terrorism and Organised Crime Intelligence Centre (CITCO) so as to inform online service providers about possible hate speech so it can be removed and, if applicable, investigated. **Implementation: Second half of 2024.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**4.9.** Promoting an exchange of information and establishing contacts with police forces in the countries to be determined, within the context of the relationships developed through the Interior Attaches and Consuls. For this purpose, their participation will be required through the Directorate General of International Relations and Immigration. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

## [ OBJECTIVE 5 ]

*To improve coordination and verification of the proper functioning of police work in this sphere*

### 5. MEASURES:

**5.1.** Holding meetings twice a year of the “technical work group on hate crime” coordinated by the National Office to Combat Hate Crimes, attended by centralised social interlocutors from the National Police and Civil Guard, as well as autonomous regional police forces taking part in carrying out the 2<sup>nd</sup> Action Plan. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**5.2.** Holding periodic meetings at least every six months with the National Office to Combat Hate Crimes (ONDOD) and the Labour and Social Security Inspectorate (IPSS), belonging to the same Directorate-General for Coordination and Studies, in order to study the effective monitoring of complaints, inspections and other matters of interest in this sphere. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**5.3.** Establishing mechanisms for coordination between the ONDOD and IPSS to identify possible behaviour by members of the State law enforcement bodies that may constitute hate crimes, and fostering full, effective investigation of such behaviour if applicable. **Implementation: First half of 2022.**

**5.4.** Setting up an award/prize or similar concept for best practices in the sphere of hate crime (prevention, support for victims, or any other aspect that the Secretariat of State for Security wishes to highlight), aimed at the law enforcement bodies and social economy organisations and associations in recognition of their work. **Implementation: First half of 2024.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**LINE OF ACTION 3: Preventing any criminal act related to hate crime by developing tools to help improve the effectiveness of investigations, in line with the Secretariat of State for Security's plans in force**

## [ OBJECTIVE 6 ]

*To foster knowledge and awareness about hate crime to improve its prevention.*

### 6. MEASURES:

**6.1.** Campaigns to raise awareness and support hate crime victims in different spheres, continuing with messages in websites and social networks through the accounts of the Ministry of the Interior, National Police and Civil Guard, as well as regional autonomous police forces taking part in carrying out the 2nd Action Plan and other public entities (for example, the post office (Sociedad Anónima Estatal Correos y Telégrafos, S.A.) to raise awareness among society about this problem. These campaigns should intensify on commemorative, appointed days (European Action Day for Victims of Hate Crime; International Day for the Elimination of Racial Discrimination, etc.) or when there have been especially serious incidents with great social repercussions. **Implementation: While the 2nd Action Plan is in force.**

**6.2.** Encouraging reporting of activities that may possibly be crimes or offences by collaborating with other institutions involved in combating hate crime, as well as social economy organisations and associations. **Implementation: Second half of 2023.**

**6.3.** Writing and updating pamphlets informing about hate crimes that can be downloaded from the Ministry of the Interior's website. **Implementation: Second half of 2023.**

**6.4.** Twice-yearly creation of a work guide for people in certain collectives involved in the sphere of hate crime, in coordination with the social economy institutions and organisations involved that represent them. **Implementation: Second half of 2023.**

**6.5.** Theoretical and practical conferences held for the law enforcement bodies and autonomous regional police forces taking part in carrying out the 2<sup>nd</sup> Action Plan to use the database of symbols properly in preventing and investigating hate crime. **Implementation: First half of 2023.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**6.6.** Increasing ‘communications’ made in the sphere of hate crime within the “Master Plan for social coexistence and improvement in security in and around schools” so that children and youths receive greater education about respect, social tolerance and values. The National Office to Combat Hate Crimes is to be notified every six months about said increase. **Implementation: First half of 2023.**

**6.7.** Continuing to work on and update educational material suited to minors and adolescents to be used by those responsible for giving talks as part of the “Master Plan for social coexistence and improvement in security in and around schools”. **Implementation: Second half of 2023.**

**6.8.** Every year, the National Office to Combat Hate Crimes should write at least one scientific article for the *European law enforcement research bulletin* of the EU Agency for Law Enforcement Training, CEPOL, or for other journals of interest, in order to raise awareness of the phenomenon of hate crime in Spain. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**6.9.** Studying data gathered in the Criminology Statistics System (SEC) concerning the sphere of hate crime and incidents in order to find possible trends and/or associations so as to learn the true situation of the phenomenon, and plan possible improvements in police work and/or preventive policies. **Implementation: Second half of 2024.**

## [ OBJECTIVE 7 ]

*To create studies, tools and new measures to improve in preventing and combating hate crime.*

### 7. MEASURES:

**7.1.** Carrying out a new survey on hate crime mainly aimed at the victims of such crimes, and opening up the possibility for witnesses of hate and/or citizens in general to take part, so as to learn other matters of interest in combating such crimes and be able to apply measures and policies in keeping with the results. **Implementation: Second half of 2023.**

**7.2.** Fostering the necessary regulatory and legislative reforms to make progress in combating hate speech online and hate crimes in general, mainly in the sphere of government administration. **Implementation: Second half of 2024.**

**7.3.** An analysis of hate crimes over geography and time and their relationship with hate speech in order to know if there is any relationship or correlation between online hate speech and hate crimes in the physical world or vice versa. **Implementation: Second half of 2024.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**7.4.** Maintaining the skills among staff in the law enforcement bodies who must give training in raising awareness about the fight against hate crime, by continually updating knowledge and procedures. **Implementation: While the 2nd Action Plan is in force.**

**7.5.** Creating an “interactive map of criminality in hate crimes” in the future website for the National Office to Combat Hate Crimes as an effective means of preventing these kinds of crimes, raising visibility and encouraging the reporting of such offences. **Implementation: Second half of 2022.**

**7.6.** Analysing the proper “processing of polarisation indicators” to help identify a specific hate crime so that it can be easily accessed for the officer recording the complaint. **Implementation: First half of 2024.**

**7.7.** Analysing and assessing the reports written by the different social economy organisations and associations, as well as their surveys on information to detect areas of risk. Keeping a count of the hate crime incidents identified by the different social economy organisations and associations as well as those registered by the police forces, and those reported to the National Office to Combat Hate Crimes. **Implementation: Second half of 2024.**

**7.8.** Continuing with the annual publication of the report on the evolution of hate crimes in Spain, attempting to give it as much publicity as possible, as well as studying the possibility of giving a breakdown of the existing statistical areas and adding others, taking into account the recommendations and studies from European bodies such as the European Union Agency for Fundamental Rights (FRA), as well as the regulations in force on personal data protection. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**7.9.** Backing the status of the National Office to Combat Hate Crimes as a “Trusted Flagger”, participating in the annual work of monitoring Internet service providers, which is carried out every year through the European Commission based on the Code of Conduct against Online Hate Speech mentioned in Council Framework Decision 2008/913/JAI. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**7.10.** Increased collaboration with universities to develop the tools, studies and scientific research geared towards a better understanding of hate speech and crime, and drawing up a suitable counter-narrative in order to achieve greater awareness among the law enforcement bodies, as well as in society in general. **Implementation: Second half of 2022.**





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**LINE OF ACTION 4: Creation of groups to combat hate crimes within the General Commissariat of Information and Provincial Information Brigades of the National Police, as well as in the Civil Guard Information Service and its Periphral (non-nationwide) Units**

## [ OBJECTIVE 8 ]

*To foster investigation groups specialising in combating hate crimes within the structure of the State law enforcement bodies.*

### 8. MEASURES:

**8.1.** Fostering the creation of groups to combat hate crime in the different information units of the State law enforcement bodies, both regionally and nationally. To do so, the centralised units shall hold meetings with the National Office to Combat Hate Crimes in order to set up direct contacts and deal with priority matters, as well as informing the ONDOD about the structure, size, tasks entrusted and any other aspect considered to be of interest to the National Police General Commissariat of Information and the Civil Guard Information Service. **Implementation: Second half of 2022.**

**8.2.** Ensuring that the staff involved in these groups to combat hate crime have and are given specialised training about hate crimes, hate speech and dealing with victims, as described in Objective 11 of this 2nd Plan, "To consolidate the training given about hate crimes to members of the law enforcement bodies". **Implementation: First half of 2023.**

## [ OBJECTIVE 9 ]

*To promote cross-cutting coordination and cooperation.*

### 9. MEASURES:

**9.1.** To foster a direct relationship among the groups to combat hate crimes in the State law enforcement bodies and social economy organisations, as well as other institutions belonging to the governmental administrations working in this sphere. **Implementation: Second half of 2023.**

**9.2.** Fostering adequate coordination between the groups to combat hate crimes and the national and provincial social interlocutors of the police forces themselves, with the possibility of creating a post for such interlocutors in these groups for greater efficiency. This coordination will give rise to specialised training, direct channelling of requests, crime-reporting and assistance for victims, as well as monitoring, if applicable, relevant



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



investigations in which the social economy has intervened. **Implementation: First half of 2024.**

**9.3.** Fostering contacts between the National Office to Combat Hate Crimes (ONDOD) and these groups to combat hate crime in the State law enforcement bodies on a national, centralised level (at least once a year) for coordination in this sphere and in the roll-out more locally. **Implementation: First half of 2023.**

**9.4.** Fostering periodic contacts (at least once a year) among these groups to combat hate crime that belong to ONDOD with different Internet service providers in order to deal with online hate speech and possible ways to collaborate. **Implementation: Second half of 2023.**

**9.5.** Creating a work group among the police forces, CITCO and, if applicable, the areas affected in the Directorate-General for Coordination and Studies, which is to be coordinated by the National Office to Combat Hate Crimes (ONDOD) in order to analyse the possibility of using CITCO's coordination system in investigations into presumed hate crimes and, if applicable, replicate it in the police forces' working procedures. **Implementation: Creation of the work group in the second half of 2022 (9.5.1). Replication, if applicable, in work procedures while the 2<sup>nd</sup> Action Plan is in force (9.5.2).**

## LINE OF ACTION 5: Fostering training and raising awareness among members of the law enforcement bodies in combating hate crimes

### [ OBJECTIVE 10 ]

*To foster action to bolster the law enforcement bodies' commitment to combatting hate crime*

#### 10. MEASURES:

**10.1.** Creating questionnaires or surveys before or after the main training sessions about hate crimes held in the sphere of the law enforcement bodies, in order to evaluate the officers' level of training and awareness, as well as observing whether the intended objectives have been achieved and implementing the corresponding measures. **Implementation: First half of 2022.**

**10.2.** Fostering "proximity" activities or workshops (geographically nearby) that help to exchange experience and knowledge among social economy organisations and



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



associations representative of victims' groups, professionals from different disciplines, law enforcement bodies' officers and victims of hate crime, in order to help other victims in their process of personal recovery and raise awareness about this matter among all parties involved. **Implementation: First half of 2024.**

**10.3.** Strengthening the post of "social interlocutor" within the law enforcement bodies, fostering contacts with the units registering reported crimes in order to improve identification of hate crimes. **Implementation: Second half of 2022.**

**10.4.** Creation of a twice-yearly gazette to be disseminated among the social interlocutors, containing news or case law about incidents related to hate crimes or any other information of interest in this sphere. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

## [ OBJECTIVE 11 ]

*To consolidate the training given about hate crimes to members of the law enforcement bodies*

### 11. MEASURES:

**11.1.** Regular updating of the content given in the context of comprehensive training (study plans, study/subject programmes, seminars, conferences, etc.) received by the law enforcement bodies' staff in the matter of human rights, prejudices, diversity, hate crimes and how to properly apply the different existing regulations in the spheres of criminal law and public administration. The updates are to be carried out in the different academic stages when students first access the courses or move on to the next ones. **Implementation: First half of 2023.**

**11.2.** To foster the continuation of the TAHCLE programme, developed and undersigned via the corresponding "memorandum of understanding" with the OSCE/ODHIR in order to continue giving teacher-training courses on combating hate crimes in the sphere of the State law enforcement bodies. **Implementation: First half of 2022.**

**11.3.** Using training activities to bolster education about raising awareness and empathy among members of the law enforcement bodies in dealing sensitively with hate crime victims, with knowledge of their needs, taking into account the social collective to which they belong and their idiosyncrasies. **Implementation: Second half of 2023.**

**11.4.** Proposing training and raising awareness in combating hate crimes for private security staff in order to achieve a proper, coordinated response with the law enforcement bodies as of the first person intervening. **Implementation: Second half of 2024.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**11.5.** Promoting the need for courses on hate crime and discrimination to be obligatory for staff destined for investigation units specialising in the matter, as well as for staff in the offices for reporting crime and attending to citizens. **Implementation: First half of 2023.**

**11.6.** Encouraging certain specialist training on hate crimes and discrimination to be mentioned in the law enforcement bodies' staff records, taking into account the regulations in force in this matter in the police forces. **Implementation: First half of 2023.**

**11.7.** Fostering collaboration and participation from civil organisations to train and raise awareness among the police, within training conferences that may be held nationally or locally. **Introduction: First half of 2023.**

**11.8.** Proposing greater online training in courses, conferences and seminars, as well as self-learning or remote-learning modules, in all scales, categories, posts or jobs within the law enforcement bodies. **Implementation: First half of 2024.**

**11.9.** Continuing to hold a national seminar at least once a year, specialising in hate crimes and hate speech, organised by the National Office to Combat Hate Crimes (ONDOD), with participation from the law enforcement bodies, public prosecutors, social network and Internet operators, and civil organisations. This seminar could be held in person or online. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**

**11.10.** Holding at least two webinars a year, organised by the National Office to Combat Hate Crimes (ONDOD), on hate crime and hate speech in the EU Agency for Law Enforcement Training (CEPOL) in order to foster such training and exchange good practices with other European police forces. **Implementation: While the 2<sup>nd</sup> Action Plan is in force.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**LINE OF ACTION 6: Giving incentives for participation, collaboration and activities with organisations from the social economy geared towards ongoing improvement in combating hate crimes**

## [ OBJECTIVE 12 ]

*Identifying and improving good practices in collaboration with organisations from the social economy*

### 12. MEASURES:

**12.1.** Encouraging periodic meetings (at least once every six months) among the different social interlocutors and the hate crime victims' assistance offices, in which social economy organisations and associations may take part within their territorial area, in order to learn how victim support services are run and to improve coordination among the parties involved. **Implementation: Second half of 2023.**

**12.2.** Helping establish contacts (at least every six months) among the social interlocutors and social economy in their geographical police areas who work in this sphere, in order to maintain fluid communication and collaboration. **Implementation: First half of 2022.**

**12.3.** Providing social economy organisations with a list of contacts of social interlocutors from the law enforcement bodies in their geographical area for direct contact with them in order to foster initiatives or activities to achieve greater approachability between them and social economy associations and organisations. **Implementation: Second half of 2022.**

**12.4.** Fostering, together with social economy organisations and associations, suitable referral of the victims to the competent police units, when they learn of a possible case of hate crime. **Implementation: First half of 2023.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## LINE OF ACTION 7: An increase in the knowledge, tools and instruments used by the law enforcement bodies in combating hate crimes

### [ OBJECTIVE 13 ]

*HELPING spread awareness of instruments that already exist to combat hate crimes, as well as studying and developing new ones*

#### 13. MEASURES:

**13.1.** Analysing the implementation of the interactive map of resources created by the ONDOD, in the law enforcement bodies' offices for reporting crime and attending to citizens. This map shall be updated periodically in order to introduce all of the services in every province that can lend support and advice to hate crime victims. Each police force is to provide help to the aforementioned units in order to access the Ministry of the Interior's website or the National Office to Combat Hate Crimes' website via the necessary links. **Implementation: Second half of 2022.**

**13.2.** Updating and if applicable improving the symbols database so that it may serve to better prevent these types of crimes or to investigate them, taking into account the polarisation indicator referring to "Tattoos, clothing or the aesthetics of the perpetrator of the crime. In many cases, such elements bear a symbology related to hatred, and will help to graphically demonstrate and reveal the crime perpetrator's profile and motivation. In this vein, the law enforcement bodies should provide photographs in the police reports showing all such data." **Implementation: First half of 2023.**

**13.3.** Fostering greater knowledge about the main points in the "Protocol for action by the law enforcement bodies for hate crime and behaviour that breaches the legal regulations on discrimination", mainly about polarisation indicators, among the staff that have to deal with the victims, so that the appearance of some of these indicators will lead inevitably to the police investigation being oriented towards a presumed hate crime. **Implementation: Second half of 2022.**

**13.4.** Active participation from the National Office to Combat Hate Crimes (ONDOD) in projects with other institutions or universities in order to seek tools for the law enforcement bodies to detect illegal online hate speech, as well as raising awareness of the progress that has been made in this field. **Implementation: Second half of 2024.**





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



**13.5.** Collaboration with public or private institutions, associations, civil society organisations, etc. on projects related to hate crimes that may lead to greater knowledge among society in general about the matter, fostering respect for human rights and rejecting hostility and violence towards any kind of social group. A special effort will be made to raise awareness and disseminate information in rural areas. **Implementation: Second half of 2022.**

## [ OBJECTIVE 14 ]

*To facilitate and improve knowledge of the sphere of hate crimes and of ONDOD*

### 14. MEASURES:

**14.1.** Drawing up a compendium with all of the material of interest in the sphere of hate crimes that may be consulted by public employees, including links or indications as to where the information can be found. **Implementation: First half of 2024.**

**14.2.** Dissemination of information about hate crimes, encouraging reporting of crimes, by means of posters and pamphlets indicating where to go, information phone numbers and educational material available. **Implementation: Second half of 2022.**

**14.3** Information and knowledge of the importance of the legal mechanism for satisfying and safeguarding digital content to investigate illegal online hate speech in order to maintain the due assurances for prosecution. **Implementation: First half of 2024.**

**14.4.** Dissemination and knowledge of good practices carried out in this sphere by the National Office to Combat Hate Crimes (ONDOD) or any police force, with social economy organisations and associations, and other national or international bodies. **Implementation: First half of 2023.**



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## LINE OF ACTION 8: Extending human resources at the National Office to Combat Hate Crimes

### [ OBJECTIVE 15 ]

*Strengthening and consolidating the ONDOD*

#### 15. MEASURES:

**15.1.** Increasing the human resources dedicated to the National Office to Combat Hate Crimes (ONDOD) through the Ministry of the Interior, as well as the technical and material means. All of this shall be done to increase the effectiveness of this national office, as a result of the exponential increase in activity since it was created, both nationally and internationally, as well as in the different commitments taken on in very different spheres. **Implementation: First half of 2022.**

**15.2.** Using a website of the National Office to Combat Hate Crimes (ONDOD) to centralise and raise awareness about any information of interest in this sphere. **Implementation: First half of 2022.**

**15.3.** Creating accounts for the National Office to Combat Hate Crimes in the social networks deemed relevant, thereby enabling greater dissemination and visibility for the information published via the Ministry of the Interior's website and the ONDOD itself, which shall be controlled and managed through the national office. **Implementation: First half of 2022.**



**Image.** – Slogan for the campaign to raise awareness about hate crimes by the Ministry of the Interior.  
**Source:** – Ministry of the Interior's website.



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 4. COORDINATION OF THE PLAN AND MONITORING COMMITTEE

The **National Office to Combat Hate Crimes**, which depends on the Directorate-General for Coordination and Studies (Secretariat of State for Security) is responsible for promoting, coordinating and supervising the Action Plan.

The General Directorates of the National Police and the Civil Guard shall designate a National Coordinator for the Plan with sufficient authority to see that the measures it contains are carried out. The national coordinators, who will take part in the monitoring committee described below, will be responsible for monitoring the Plan's indicators, and issuing the corresponding reports.

There will be a **Monitoring Committee** for this Action Plan, chaired by the General Director of Coordination and Studies, unless another higher authority from the Ministry of the Interior attends it, who will then chair it. It will be made up of staff from the National Office to Combat Hate Crimes, the National Coordinators of the Plan in the National Police and the Civil Guard, as well as representatives from social economy organisations and associations that are most representative in each sphere of hate crimes, taking into account the points addressed in the committee's schedule, as well as those taking part in carrying out the Plan. The public prosecutor delegated to hate crimes and discrimination shall also be invited to this Monitoring Committee, as well as the representatives from autonomous regional police forces with authority on the matter and who take part in carrying out the Action Plan.

The Monitoring Committee shall meet in ordinary session once every six months to assess how far the Plan has been carried out according to the Chart of Indicators given in Section 6, in which the Plan's introduction and compliance with it are evaluated. Furthermore, extraordinary Monitoring Committees may be called if necessary.



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 5. CHART OF INDICATORS AND REPORTS

In order to ensure an adequate monitoring of the Plan's implementation over time, the National Office to Combat Hate Crimes should take into account the following Chart of Indicators:

PERIOD	OBJECTIVE No.	MEASURE	DEGREE OF COMPLIANCE	COMMENTS
During the 2nd Plan	1.	1.5.		
During the 2nd Plan	3.	3.5.		
During the 2nd Plan	4.	4.2.		
During the 2nd Plan	4.	4.9.		
During the 2nd Plan	5.	5.1.		
During the 2nd Plan	5.	5.2.		
During the 2nd Plan	6.	6.1.		
During the 2nd Plan	6.	6.8.		
During the 2nd Plan	7.	7.4.		
During the 2nd Plan	7.	7.8.		
During the 2nd Plan	7.	7.9.		
During the 2nd Plan	9.	9.5.2.		
During the 2nd Plan	10.	10.4.		
During the 2nd Plan	11.	11.9.		
During the 2nd Plan	11.	11.10.		
1st SEMESTER OF 2022	3.	3.2.		
1st SEMESTER OF 2022	4.	4.5.		
1st SEMESTER OF 2022	5.	5.3.		
1st SEMESTER OF 2022	10.	10.1.		
1st SEMESTER OF 2022	11.	11.2.		
1st SEMESTER OF 2022	12.	12.2.		
1st SEMESTER OF 2022	15.	15.1.		
1st SEMESTER OF 2022	15.	15.2.		
1st SEMESTER OF 2022	15.	15.3.		
2nd SEMESTER OF 2022	2.	2.1.		
2nd SEMESTER OF 2022	2.	2.4.		
2nd SEMESTER OF 2022	3.	3.1.		
2nd SEMESTER OF 2022	7.	7.5.		
2nd SEMESTER OF 2022	7.	7.10.		
2nd SEMESTER OF 2022	8.	8.1.		
2nd SEMESTER OF 2022	9.	9.5.1.		
2nd SEMESTER OF 2022	10.	10.3.		
2nd SEMESTER OF 2022	12.	12.3.		
2nd SEMESTER OF 2022	13.	13.1.		
2nd SEMESTER OF 2022	13.	13.3.		

2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

2nd SEMESTER OF 2022	13.	13.5.		
2nd SEMESTER OF 2022	14.	14.2.		
1st SEMESTER OF 2023	1.	1.2.		
1st SEMESTER OF 2023	1.	1.4.		
1st SEMESTER OF 2023	2.	2.5.		
1st SEMESTER OF 2023	2.	2.6.		
1st SEMESTER OF 2023	4.	4.1.		
1st SEMESTER OF 2023	4.	4.7.		
1st SEMESTER OF 2023	6.	6.5.		
1st SEMESTER OF 2023	6.	6.6.		
1st SEMESTER OF 2023	8.	8.2.		
1st SEMESTER OF 2023	9.	9.3.		
1st SEMESTER OF 2023	11.	11.1.		
1st SEMESTER OF 2023	11.	11.5.		
1st SEMESTER OF 2023	11.	11.6.		
1st SEMESTER OF 2023	11.	11.7.		
1st SEMESTER OF 2023	12.	12.4.		
1st SEMESTER OF 2023	13.	13.2.		
1st SEMESTER OF 2023	14.	14.4.		
2nd SEMESTER OF 2023	2.	2.2.		
2nd SEMESTER OF 2023	2.	2.3.		
2nd SEMESTER OF 2023	3.	3.3.		
2nd SEMESTER OF 2023	3.	3.4.		
2nd SEMESTER OF 2023	4.	4.3.		
2nd SEMESTER OF 2023	6.	6.2.		
2nd SEMESTER OF 2023	6.	6.3.		
2nd SEMESTER OF 2023	6.	6.4.		
2nd SEMESTER OF 2023	6.	6.7.		
2nd SEMESTER OF 2023	7.	7.1.		
2nd SEMESTER OF 2023	9.	9.1.		
2nd SEMESTER OF 2023	9.	9.4.		
2nd SEMESTER OF 2023	11.	11.3.		
2nd SEMESTER OF 2023	12.	12.1.		
1st SEMESTER OF 2024	1.	1.3.		
1st SEMESTER OF 2024	4.	4.4.		
1st SEMESTER OF 2024	5.	5.4.		
1st SEMESTER OF 2024	7.	7.6.		
1st SEMESTER OF 2024	9.	9.2.		
1st SEMESTER OF 2024	10.	10.2.		
1st SEMESTER OF 2024	11.	11.8.		
1st SEMESTER OF 2024	14.	14.1.		
1st SEMESTER OF 2024	14.	14.3.		
2nd SEMESTER OF 2024	1.	1.1.		



# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



2nd SEMESTER OF 2024	2.	2.7.		
2nd SEMESTER OF 2024	4.	4.6		
2nd SEMESTER OF 2024	4.	4.8		
2nd SEMESTER OF 2024	6.	6.9.		
2nd SEMESTER OF 2024	7.	7.2		
2nd SEMESTER OF 2024	7.	7.3.		
2nd SEMESTER OF 2024	7.	7.7.		
2nd SEMESTER OF 2024	11.	11.4.		
2nd SEMESTER OF 2024	13.	13.4.		

The General Directorates of the National Police and the Civil Guard will issue a six-monthly report to the General Directorate of Coordination and Studies, through the National Office to Combat Hate Crimes, informing about the actions developed by each agency in their respective territories.

The report will also include statistical data about the activities developed in each period analysed in the format agreed by the General Directorate of Coordination and Studies, as well as the main conclusions drawn from the analysis and comparison of data, a general evaluation, relevant circumstances and problems identified, proposals for improvement and any other additional information that is considered of interest regarding the following issues:

- Información regarding incidents and criminal offences and regarding the victims in the field of hate crimes, as well as information provided to the National Police and the Civil Guard or Local Police bodies about actions carried out in their respective territories in the framework of the collaboration established.
- Training and awareness-raising activities conducted, their type, duration and certification, as well as the number of police officers who participated in them.
- Statistical data relating to the victims of hate crimes assisted and relating to those referred to the Office for Assistance to Victims of Crimes under the Ministry of Justice or under the Autonomous Communities.

With this information, the National Office to Combat Hate Crimes will draft the relevant six-monthly and annual reports.





# 2<sup>ND</sup> ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



## 6. TOTAL BUDGET FOR THE IMPLEMENTATION OF THE ACTION PLAN

The economic resources to ensure the implementation of this 2nd Action Plan and the development of the measures covered in each line of action for the years 2022-2024 amount to **1,073,425 euros**, distributed as follows:

- Line of Action 1. Assistance and support for victims of hate crimes: **284,575 euros.**
- Line of Action 2. Improvements in the coordination mechanisms of law enforcement bodies and other public and private institutions: **85,060 euros.**
- Line of Action 3. Preventing any criminal from being committed related to hate crime by developing tools to help improve the effectiveness of investigations, in line with the Secretariat of State for Security's plans in force (e.g. the Plan of Action and Police Coordination against Organised, Violent Youth Groups; and the Master Plan for coexistence and improvement of security in schools and their environs, etc.): **277,210 euros.**
- Line of Action 4. Creation of groups to combat hate crimes within the General Commissariat of Information and Provincial Information Brigades, as well as in the Civil Guard Information Service and its Peripheral (non-nationwide) units: **58,500 euros.**
- Line of Action 5. Fostering training and raising, awareness among members of the law enforcement bodies in combating hate crimes: **145,330 euros.**
- Line of Action 6. Giving incentives for participation, collaboration and activities with organisations from the social economy, geared towards ongoing improvement in combating hate crimes: **56,400 euros.**
- Line of Action 7. An increase in the knowledge, tools and instruments used by the law enforcement bodies in combating hate crimes: **136,550 euros.**
- Line of Action 8. Increasing human resources at the National Office to Combat Hate Crimes: **29,800 euros.**

Madrid, April 2022.

