



HUMAN RIGHTS, ETHICS AND DIVERSITY TRAINING AS AN INTEGRATED PART WITHIN THE AUSTRIAN POLICE

COREPOL High Profile Workshop
Policing – Ethnic Minorities
January 2014 in Budapest,
Hungary

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Content

- ✓ Project **POLIZEI.MACHT.MENSCHEN.RECHTE**
- ✓ Specific training structure – activities
- ✓ Training Programme “A World of Difference®” (AWOD)
- ✓ Training philosophy and methods
- ✓ Conclusions




- ✓ Project initiated in **2008** by Minister of Interior – inspiring title, the pun **P.M.M.R**
- ✓ Aim to create a comprehensive understanding of the importance of human rights for the police
- ✓ **Project phase I** from 2008 to end of 2012 – sub teams **PERSONAL**, **ORGANISATION** and **OPERATIVE**
- ✓ Results
 - ✓ **24 basic guidelines** (code of conduct)
 - ✓ **HR – Training in basic training**
 - ✓ **Trainer manual for HR Trainer**
 - ✓ Recruitment promotion
 - ✓ Role model specific for training and training staff (SAFE with EDUCATION)
 - ✓ Competence atlas
 - ✓ Book project regarding HR in practise
 - ✓ **HR training for mission trainer**
 - ✓ **Compulsory HR training in the vocational further training**

- ✓ Specific project structure – **client Mol** represented by DG Public Security
- ✓ **Bottom-up** approach by involving **all hierarchy level** and police areas
- ✓ Cooperation with **internal and external** (interdisciplinary and international) **response groups**
- ✓ Project phase II beginning 2012 till end 2015 – further define and work out “development aims” and to intensify HR thinking and its implementation
- ✓ Several “development teams” work on
 - ✓ HR Competence
 - ✓ Personnel lever
 - ✓ Structural lever
 - ✓ Complain – and mistakes management
 - ✓ Mentoring for young colleagues
 - ✓ Project Public relation and Evaluation of effectiveness (internal + external)
 - ✓ Communicating Policing (COP)
 - ✓ Working environment – HR internal

Specific training structure - activities

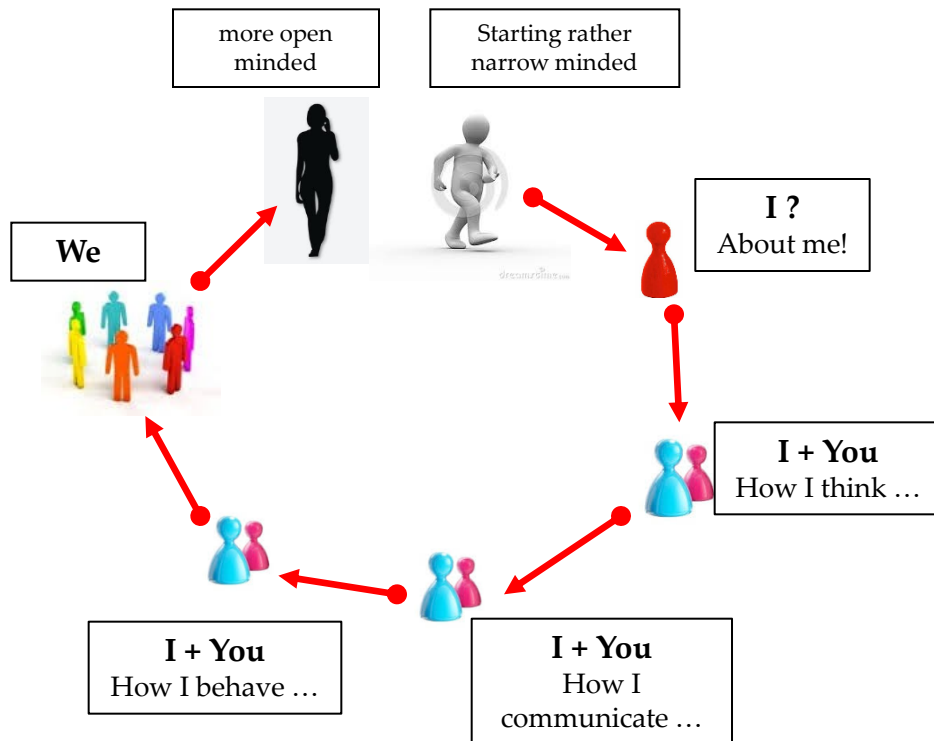
- ☑ **Annual Seminar portfolio** – Police & Human Rights, Ethic, Intercultural competences, Police and Africans, Dealing with psychological ill people, Dealing with human crisis,
- ☑ Projects “**Intercultural guides**”, “**Intercultural conflict management**” and “**Policing in a multi-ethnic society**” with external partners (NGOs)
- ☑ Association “**Fair & Sensitive**” – advice, information and awareness workshop, cultural and sporting activities, networking
- ☑ Compulsory 4 hour **HR-Training** for all 27.000 Police officers during a 3 day vocational training – 2 year cycle
- ☑ Awareness Programme “**A World of Difference®**”

Training Programme “A World of Difference®” (1)

- ☑ Since 2001 Cooperation **BM.I**  REPUBLIK ÖSTERREICH
BUNDESMINISTERIUM FÜR INNERES
SEKTION I - PRÄSIDIUM and   ADL
Anti-Discrimination League®
- ☑ Deals not one-sided with Anti-Semitism, Racism, Xenophobia but takes into consideration all forms of personally and/or organizationally discrimination toward all core-dimensions of diversity
- ☑ Avoids the moral conviction of individual positions and attitudes without raising the index-finger
- ☑ Strengthen the Empathy and individual capability and skills when meeting people with different cultural, social, ethnical and religious background
- ☑ Powerful Education and Awareness program to deal with stereotypes and prejudices as well as to stand up against discrimination within the society

Training Programme “A World of Difference®” (2)

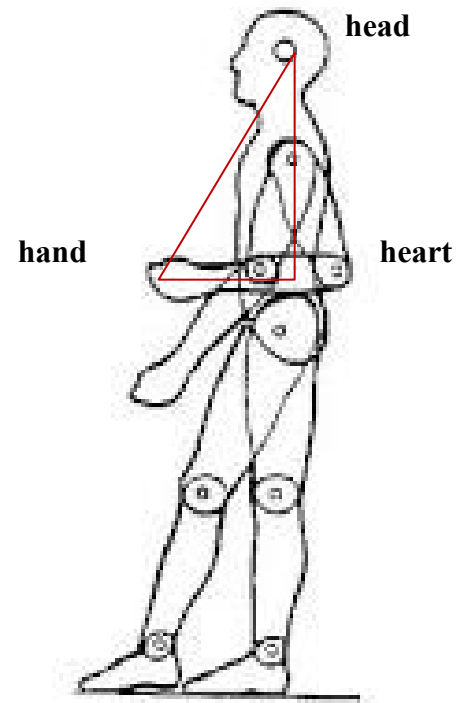
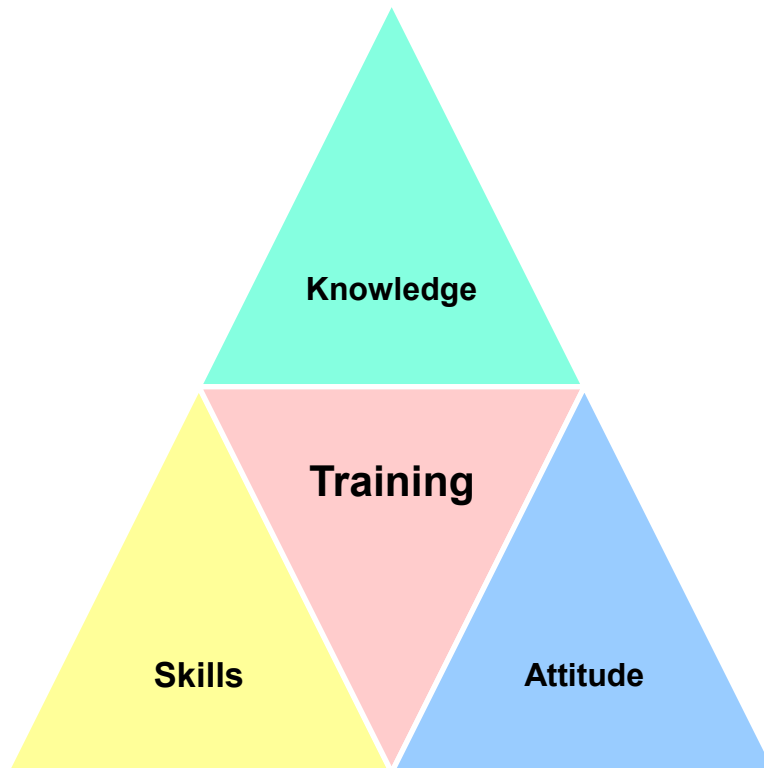
“Red Thread”



- ☑ Compulsory training for all staff of Mol – currently > 9.000
- ☑ Mixed setting – participants and trainer
- ☑ specific approach (see left)
- ☑ Focus on skills and attitude
- ☑ Exercise – Reflection – Discussion – (theory/model) – praxis relevance
- ☑ Work out models of solution and alternative behaviour

Training philosophy and methods (1)

The triangle of human rights (+ related) training – defining the core competences - Instead of Triple X we have the **Triple HHH** in mind



*“To understand something I need knowledge,
to feel it I need experience”*

Training philosophy and methods (2)



Street corner observation



Bring the world into the class and the class in the world



Try my shoes



Everybody has a story



Training philosophy and methods (3)



- ✓ Sources, CC and training manuals for trainings by CEPOL, FRONTEX, FRA and OSCE/ODIHR
- ✓ Fundamental rights-based police training (FRA)
- ✓ Guidelines on Human rights education (ODIHR)
- ✓ Human Rights in counter-terrorism investigation
- ✓ EU-MIDIS Study (FRA)
- ✓ CEPOL CC Police Ethics & Preventing Corruption
- ✓ Data in Focus Report 4: Police Stops and Minorities (2010)
- ✓ Towards more Effective Policing, Understanding and Preventing Discriminatory Ethnic Profiling: A Guide

Conclusion

- HR and Diversity training carried out isolated have limited effect
- Change needs time – learning organisation
- (Top) Management and Training staff have to be examples
- Awareness raising about Power and Accountability (P.M.M.R)
- To live with respect and esteem (with humour and calmness)
- To include a positive culture of mistakes
- To measure effectiveness (success) is a challenge
- HR and diversity issues should be a “standing agenda item”

*Confidence never comes from having all
answers - it comes from being open
for all questions?*

Thank you for your attention!

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