



## **CALL FOR APPLICATIONS**

### **International Training-of-Trainers**

#### **[Prosecutors and Hate Crimes Training \(PAHCT\)](#)**

**1-4 July 2025, Warsaw, Poland**

**Deadline for applications: 7 April 2025**

The **OSCE Office for Democratic Institutions and Human Rights (ODIHR)** invites applications to take part in an international Training-of-Trainers workshop under ODIHR's Prosecutors and Hate Crime Training (PAHCT) programme.

**WHEN: 1-4 July 2025**

**WHERE:** Warsaw, Poland

#### **BACKGROUND**

ODIHR's Prosecutors and Hate Crimes Training (PAHCT) programme is designed to improve responses to hate crimes by prosecutors. Implementation of the programme helps enhance prosecutors' skills in recognizing hate crimes, applying national legislation to prosecute hate crimes, and in ensuring sensitive treatment of hate crime victims.

The aim is to train an international group of trainers who will be able to support the implementation of PAHCT training activities across the OSCE region. The event also aims to develop the capacity of national hate crime experts to deliver hate crime training or train their own colleagues.

Training participants will also have the opportunity to contribute to updates of the PAHCT training manual for prosecutors to make it ready for publication later in 2025.

**WHO:** The course is open to both current and retired prosecutors with specific experience in the field of hate crimes and discrimination from across the OSCE region. Prosecutors who have previously taken part in a PAHCT training or Training-of-Trainers are also encouraged to apply in order to refresh their knowledge or to work towards becoming an ODIHR trainer.

**WHAT:** The objective of the training is to provide participants with knowledge and tools to be able to deliver a hate crime training course to prosecutors from all levels and in any country context.

Topics addressed in the training will include:

- Understanding prejudice, bias and stereotypes
- The impact of hate crimes
- The hate crime concept
- Hate crime legislation and international standards on hate crimes
- Prosecution of hate crime at the intersection of hate crime and criminalized 'hate speech'
- Identification of a hate crime case: bias indicators
- Barriers to prosecuting hate crime
- Bias motive evidence
- The sensitive and respectful treatment of hate crime victims during the criminal justice process
- Case studies
- Training skills

**HOW:** The training is interactive and requires a high level of active participation, including through group work and exercises. Applicants should take into account that if their application is accepted, it will be difficult for them to carry out other work-related activities during the workshop.

Participants will have the opportunity to apply the knowledge gained and develop their training skills by conducting practice training sessions for other participants. These practice sessions will give participants the experience and confidence to independently, or together with ODIHR, organize and deliver training workshops on hate crimes for prosecutors.

Participants are expected to:

- have a strong interest in working on hate crime (ideally with hate crime as part of their current responsibilities);
- participate full-time in the four-day, in-person training course between 1-4 July 2025;
- study the training materials in advance; and
- be available, at least once a year, to be an external trainer for ODIHR PAHCT training courses (on a consultancy basis), OR deliver at least one PAHCT training course or training based on PAHCT materials per annum in their national context.

Participants who complete the training will receive a certificate confirming they are an ODIHR-certified PAHCT trainer.

## **COSTS**

Full board and accommodation for 4 nights and travel to Warsaw will be covered by ODIHR. Training materials will be provided by ODIHR.

## **QUALIFICATIONS / SELECTION CRITERIA**

The size of the group will be limited to 10 participants, selected according to the following criteria:

- Current or former prosecutor with direct experience of working on hate crimes or discrimination.
- Experience in delivering training, in particular on hate crimes or discrimination, is desirable.
- Willingness to act as an international expert trainer to assist ODIHR in delivering hate crime training to prosecutors across the OSCE region.
- Willingness to develop capacity to become a national expert on hate crime and deliver further training to colleagues at the national level.
- Good knowledge of English and ability to actively participate in English.
- Availability to attend the training for its full duration and readiness to set aside other work activities during the four days.

## **APPLICATION**

Please complete the [application form](#) and upload your CV (in PDF or Word) **by 7 April 2025**. ODIHR will select 10 participants and will strive to ensure a geographical and gender balance among participants.

Successful candidates will be informed about the outcome of the selection process by **18 April 2025**.

For further information about the content of the training or the selection procedure, please contact [marharyta.zhesko@odihr.pl](mailto:marharyta.zhesko@odihr.pl)