Federal Foreign Office

- Division OR 06 - Human rights, gender issues

Directorate-General for International Order,

the United Nations and Arms Control

Attn: Ms Mina Baghai

**Request from the United Nations for information**

Request for information on the police operation in Dortmund on 8 August 2022 from the Federal Foreign Office dated 25 August 2023

1. Request for information from the United Nations to the Federal Foreign Office dated 3 August 2023
2. Letter from the Federal Foreign Office to the Ministry of the Interior of *Land* North Rhine-Westphalia dated 25 August 2023

Pursuant to 2. above, you have asked for a detailed statement in response to a request from the United Nations for information on an operation by the Dortmund police on 8 August 2022 (reference 2).

I.

In the course of the police operation in question, 16-year-old Mouhamed Lamine Dramé was fatally wounded by shots from a police officer’s submachine gun. The police had been called for assistance by a member of staff at the youth welfare centre in which the 16-year-old Senegalese national was housed in group accommodation at the time. According to the member of staff, the young man had withdrawn into the facility’s interior courtyard with a knife, possibly with suicidal intentions. When the first police officers arrived, attempts were initially made to talk to the young man. In the further course of the operation, things led to the fatal shots being fired at Mouhamed Lamine Dramé.

In mid-February 2023, Dortmund public prosecution office brought charges against five police officers. The male officer who fired the shots was charged with manslaughter; two female police officers and one male officer with dangerous bodily harm; and another male officer with incitement to dangerous bodily harm.

With regard to the details of and circumstances surrounding the incident involving Mouhamed Lamine Dramé and the related ongoing court proceedings, the Ministry of Justice of *Land* North Rhine-Westphalia has sent me the following report dated 15 September 2023:

“The various accusations in connection with the police operation on 8 August 2022 and the death of Mr Dramé are the subject of a single indictment before the jury court of Dortmund Regional Court. In the event that the main trial is opened, the earliest possible start is desirable, owing to the special significance of the proceedings; as things stand at present, the commencement of the trial can be expected before the end of this year.

It was and is not possible for the jury court to handle the proceedings more speedily because of priority cases involving deprivation of liberty. Notwithstanding judicial independence in the handling and scheduling of proceedings, the jury court is required to heed the principle of handling cases involving deprivation of liberty expeditiously and to give special priority to these. The chamber is very well aware of the special significance of the proceedings in relation to the events of 8 August 2022, which is not a case involving deprivation of liberty. At present the proceedings are at the stage where a decision on whether to open a criminal trial is due to be taken. The jury court must decide whether to allow the indictment and commence the main trial. With regard to the question of whether the proceedings comply with international standards, in particular the Minnesota Protocol on the Investigation of Potentially Unlawful Death of 2016, it must first be stated that the Minnesota Protocol is not a binding agreement under international law, but a manual published by the Office of the High Commissioner for Human Rights that contains a series of guidelines and recommendations for the investigation of suspicious deaths in which a state is suspected of bearing responsibility. The original version of the Protocol from 1991 was entitled “Manual on the Effective Prevention and Investigation of Extra-Legal, Arbitrary and Summary Executions”. It includes recommendations on Conduct of an Investigation, Interviews and Recovery of Human Remains, Identification, Autopsy.

The general principles for investigations set down in the Protocol, including “prompt, effective and thorough, independent and impartial, transparent” correspond to the procedural principles of the Code of Criminal Procedure. “Prompt”, for example, can be found in the requirement for expeditiousness deriving from Article 20 (3) of the Basic Law. “Effective and thorough” are principles covered by the principle of ex officio investigation found in Section 244 (2) of the Code of Criminal Procedure, by the principle of judge’s free evaluation of evidence found in Section 261 of the Code of Criminal Procedure and also by the principle of mandatory prosecution by the public prosecution office set down in Section 152 (1) of the Code of Criminal Procedure. “Independent and impartial” are principles guaranteed by the lawful judge as set down in Article 101 of the Basic Law, while the principle of the judge’s free evaluation of evidence is guaranteed in Section 261 of the Code of Criminal Procedure and that of judicial independence in Article 97 of the Basic Law. Last but not least, the principle of public access to proceedings, set down in Section 169 of the Courts Constitution Act, guarantees that criminal proceedings are conducted transparently. According to reports, the Federal Ministry of Justice has no evidence to suggest that the proceedings do not comply with these principles.”

Furthermore, the investigation and prosecution of offences involving *Land* employees at a district police authority is undertaken by the police headquarters designated as crime headquarters pursuant to Section 2 (2) of the Crime Headquarters Regulation of *Land* North Rhine-Westphalia (Kriminalhauptstellenverordnung, KHSt-VO).

If the investigative measures actually involve employees of a crime headquarters, the crime headquarters designated to cooperate as set down in Section 2 (2) 2 are responsible for reasons of neutrality. Pursuant to Section 2 (2) 2 of the Crime Headquarters Regulation, the Dortmund and Recklinghausen police authorities are designated to cooperate in this context. For this reason, in the case of the 16-year-old killed in Dortmund, the investigations were immediately taken over by a murder investigation squad from Recklinghausen police authority.

The regulations and procedures described above ensure that police authorities in North Rhine-Westphalia never have to conduct investigations into their own employees. It must also be emphasised that the investigations concerned are conducted exclusively under the direction of the competent public prosecution office, which is independent.

Overall, neutrality in conducting the investigations is thus assured in all cases.

On 1 September 2022, disciplinary proceedings were initiated against each of the five police officers and immediately suspended in view of the ongoing criminal proceedings pursuant to Section 22 of the North Rhine-Westphalia Disciplinary Act (Landesdisziplinargesetz Nordrhein-Westfalen – LDG-NRW). In addition, a provisional suspension was issued to one officer pursuant to Section 38 of the North Rhine-Westphalia Disciplinary Act, as the current assessment indicates that a dismissal will be issued under Section 5 (3) in connection with Section 23 (3) 1 and (4) of the Act on the Status of Civil Servants. In the case of the other four officers, steps for a transfer were initiated with effect from the same date and the officers were transferred to internal positions.

The disciplinary proceedings will be continued only when the criminal proceedings have been concluded.

II.

In addition to the information on the actual operation and the corresponding criminal proceedings, the United Nations requests information on local laws and/or manuals or protocols regulating the use of force by the Dortmund police, including the type of permitted lethal and less-lethal weapons and protective equipment, as well as any available protocols for the use of less-lethal weapons.

Fundamentally, in the Federal Republic of Germany, the Code of Criminal Procedure (StPO), which is applicable as federal law, regulates criminal proceedings and is part of formal criminal law. The Code of Criminal Procedure applies fundamentally to repressive measures.

Hazard aversion measures are basically enshrined in the police legislation of the Länder. For North Rhine-Westphalia, the North Rhine-Westphalia Police Act (PolG NRW) therefore applies.

The legal requirements for the use of a firearm by police officers derive from Sections 50 et seqq. in connection with Sections 2 and 3 of the North Rhine-Westphalia Police Act.

The police are authorised to use direct force if other means of coercion are not viable, are unlikely to be effective or are inappropriate. Direct force means exerting influence on persons or objects through the use of physical force, police aids or weapons. Authorised weapons as defined by the North Rhine-Westphalia Police Act include, alongside tasers, truncheons, pistols and submachine guns.

Firearms may be used against persons only to prevent immediate danger to life or limb (Section 64 (1) of the North Rhine-Westphalia Police Act) or, for example, to stop a person attempting to avoid arrest or identification by running away if they are strongly suspected of having committed a crime or strongly suspected of having committed a misdemeanour and there are justifiable grounds to assume that they are carrying firearms or explosives (Section 64 (1) 3 of the North Rhine-Westphalia Police Act). Furthermore, they may only be used if other means of direct force have been deployed without success or are evidently unlikely to be effective.

The use and handling of the command and operational resources of police officers deployed in North Rhine-Westphalia is set down in more specific federal and *Land* regulations. The following are particularly relevant in this context:

* Manual on whether to shoot or not to shoot (classified as VS-NfD)
* Instruction on command and operational resources for field service
* Pepper spray guidance
* Tactical concept for piloting tasers in the North Rhine-Westphalia Police
* Taser training concept (classified as VS-NfD)
* Taser instructions (VS-NfD)
* Annex: taser instructions for Dortmund police headquarters (VS-NfD)
* Taser information sheet for doctors and rescue service responsible for subsequent treatment

III.

The United Nations also requests information on legislation, policies and practice in dealing with mental crises and related protocols, including the respective roles (if in place) of teams to assess mental health and law enforcement officials in such situations.

How to deal with people in mental health crisis situations has long been an integral part of basic and advanced police training in North Rhine-Westphalia. Furthermore, how to behave in such situations is covered in the nationally applicable regulation entitled “Guidance 371 – personal safety” and in Police Service Instruction 350, which is valid for the North Rhine-Westphalia Police patrol services.

The basic and advanced training of the North Rhine-Westphalia Police forms the foundation for legally watertight and professional intervention by police officers in accordance with the principle of proportionality. During basic police training, which comprises a three-year, dual bachelor's course at the University of Applied Sciences for Police and Public Administration in North Rhine-Westphalia (HSPV NRW), the trainee police inspectors learn to distinguish between violent behaviour and associated mental disorders. The course is divided into three parts: theory at the HSPV NRW, practical professional training in one of the training centres of the State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police (LAFP NRW) and practical experience in the training authorities.

The basic training of the North Rhine-Westphalia Police comprises a skills-based study course. This being the case, students receive comprehensive and intensive tuition from various qualified perspectives to equip them to act in a confident and legally watertight manner to de-escalate even complex, critical and conflict situations.

In the theoretical modules at the HSPV NRW, students learn to identify general characteristics of mental disorders. They also learn how to make the connection between delinquency or violent conduct and associated mental disorders. This takes place independently of the material taught during the practical components of police training. Students are thereby given the wherewithal to distinguish between appropriate conduct and necessary organisational measures when dealing with people with mental disorders or sick and vulnerable individuals.

The practical professional training in the bachelor’s programme includes so-called deployment-based and practice-related situational training. It teaches both offensive and defensive alternative forms of action (de-escalation steps) as a tactical approach to train and intensify skills in the area of personal safety. The aim of this is to teach students awareness of the risks in typical operational situations. They should then be in a position to deal with these situations confidently by applying the de-escalation steps. This also includes dealing with people under the influence of alcohol or with mental disorders. As well as communication during operations and intervention, the selection of an appropriate means of coercion, and the threat to use it, is a crucial factor.

However, police officer training does not end with completion of the bachelor's programme but subsequently continues within the context of advanced police training.

Building on the content of basic training, police officers in North Rhine-Westphalia take part in advanced training measures related to their function. Training courses on how to deal with persons with a mental disorder or illness are conducted regularly as a part of mandatory North Rhine-Westphalia operational police training, which is standardised throughout North Rhine-Westphalia.

This operational training serves to improve officers’ operational skills and is designed to promote professional, confident intervention characterised by a high level of personal safety. This is based on police practice and tailored to the concrete operation, whereby the focus is on personal safety aspects, particularly in potentially dangerous operations. That includes operations involving mentally ill persons. Consequently, these operations are discussed and trained according to needs, particularly within the framework of situational training. In addition, current incidents are discussed and their relevance for advanced police training evaluated.

On the basis of a standardised operational concept, the North Rhine-Westphalia operational training is carried out in the police authorities by certified operational trainers. The State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police is responsible for providing these trainers with the necessary qualifications and for monitoring and evaluating the North Rhine-Westphalia operational training.

The subject “How to deal with persons with a mental disorder” is part of the advanced training for the North Rhine-Westphalia Police patrol services and is one of the components of further training for operational trainers. Within the context of the North Rhine-Westphalia Police operational training, the operational trainers teach the patrol officers about issues of personal safety, among other things, but also communication and operational tactics in dealing with “mentally ill and suicidal persons”. Operational trainers are valuable multipliers in knowledge transfer.

The North Rhine-Westphalia operational training courses are advanced training courses prescribed in official instructions and are mandatory for all police officers. The content of this further training is essentially geared to the needs of the respective organisational unit. Police officers with operative tasks are currently obliged to complete 30 hours of training per year.

Following the operation under discussion here, significant conceptual changes to the advanced training were undertaken with the goal of ensuring that our police officers are even better prepared for situations in which they encounter people in mental health crisis situations. A three-stage multimedia concept has been elaborated to implement this strategic goal.

Stage 1: Doubling the amount of situational training

Stage 2: Imparting knowledge and raising awareness through a podcast

Stage 3: Raising awareness at management level

The implementation of the new methods as quickly as possible in the current calendar year meant that first, the operational trainers from all district police authorities had to be trained. By the end of May, at least one qualified operational trainer from each further training centre had already been familiarised with the new concept. By the end of 2023, a large proportion of the operational trainers will have acquired the necessary qualifications through central introductory and skill development training courses.

Dealing with people in mental health crisis situations has been a subject of the “Professional Leadership and Training” (Professionelles Leiten und Trainieren. PLuT) component of the central advanced training course for operational trainers at the State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police since May 2023. The topic has also been incorporated into the ongoing “Introductory training course for operational trainers” (Einführungsfortbildung, EFB). All subsequent sessions of the skill development training course “Keeping skills up to date” (Kompetenzerhalt, AFB-K) for operational trainers, which is compulsory for certification, were devoted to the issue of how to deal with people in mental health crisis situations.

Likewise, in May 2023 it was arranged for all district police authorities to locally commence the new basic training in dealing with people in mental health crisis situations. This training, which includes listening to the podcast, has since been mandatory for the relevant target groups of the North Rhine-Westphalia Police patrol services and was prioritised within the existing scope of operational training in North Rhine-Westphalia. The local basic training should be completed by the end of the 2023 calendar year within the time currently available for training.

The most important component is the continuation of operational training for the North Rhine-Westphalia Police. This is the fundamental regular training that the almost 18,000 police officers involved in patrol services undertake in order to be able to perform their day-to-day tasks correctly and safely. The training catalogue agreed in this context will now be significantly upgraded in terms of both content and methodology/didactics. This is the most extensive reform since operational training was introduced in the North Rhine-Westphalia Police. In this context, the mandatory training hours for the behavioural and communications-based components have been doubled and their quality significantly bolstered.

A taskforce led by the State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police is working out how the doubling of situational training can be implemented in practice, with the close involvement of the district police authorities. The taskforce is to present its findings on the concrete implementation and adaptation process by the end of 2023.

This will involve significantly building on the North Rhine-Westphalia operational training in terms of both content and methodology/didactics. From next year, the training will increasingly be conducted with a focus on key scenarios. These are standardised exercise sequences uniting all specialist segments of the operational training (operational communication, tactics/ personal safety, intervention techniques / use of expandable batons and the question of whether to shoot or not to shoot) with the goal of professional operation management in realistic scenarios. As a result of the additional training days, the approach to people in mental health crisis situations in particular has also been newly anchored in the training concept.

The two additional training days are a significant supplementary factor, allowing regularly recurring training to take place according to defined standards and hence helping to cement the knowledge gleaned. Here, overcoming day-to-day situations in the context of concrete operations, such as identity and vehicle checks, operations involving domestic violence and searches of individuals, are trained through role play.

The evaluation of the above-mentioned measures from the concept paper will take place during the process. This is crucial and therefore compulsory, as it is for all advanced training measures. This ensures that the learning process is effective in the long term and allows concepts, methodology and content to be adapted to changing requirements. The findings are taken into account in the further development of the concept for NRW operational training by the above-mentioned taskforce.

Furthermore, additional measures to improve police follow-up work were implemented.

Among other things, incidents involving the use of firearms and all coercion measures resulting in death in the past five years were evaluated to see whether they provided any grounds for adapting basic and advanced training. One outcome was that the documentation of police coercive measures resulting in death was revised. The parameters recorded up to this point not least with regard to the concrete circumstances of death as well as the command and operational resources deployed were expanded and made more specific.

IV.

The United Nations also requested information on measures taken to ensure racial justice and equal treatment for Africans and people of African descent in Germany, as well as measures aimed at preventing a repetition.

The police officers of *Land* North Rhine-Westphalia act on the basis of the Basic Law of the Federal Republic of Germany and the laws in force in North Rhine-Westphalia. Under Article 3 (3) of the Basic Law (“No person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith, or religious or political opinions. No person shall be disfavoured because of disability.”), police officers are under a particular obligation to treat everyone equally. With their official oath, they swear to respect and defend the Constitution and laws.

In the organisation of the North Rhine-Westphalia Police, there are a number of formats and seminars aimed at strengthening democratic resilience – both within the context of basic and further training and of their day-to-day work.

Thematising and teaching strategies on combatting group-based hostility, including racism and antisemitism within the North Rhine-Westphalia Police is done intensively and comprehensively within the context of basic and further training programmes of the North Rhine-Westphalia Police and beyond.

In connection with the efforts to increase democratic resilience within the North Rhine-Westphalia Police, an overarching concept aimed at strengthening the force’s foundation of rule-of-law values and at tackling group-based hostility was presented.

The special focus on values in all training institutions, the training of social competences, the fostering of media competence, the implementation of new seminars in the further training sphere, the strengthening of theme-based formal police training, the establishment and further development of supervisory and psychosocial services as well as reflection on the day-to-day events which police personnel experience are core elements of a package of measures.

In the new leadership strategy and the framework strategy on “Responsible leadership”, the North Rhine-Westphalia Police has focused in particular on dealing with anti-democratic phenomena.

“Neighbourhood-based networking”, which – outside of police operations – promotes an institutionalised exchange with civil-society institutions within police districts, strengthens cooperation between the North Rhine-Westphalia Police and civil society or representatives of civil society organisations.

“Addressing own attitudes and positions” is a fundamental principle of self-reflection and police officers receive training in this, particularly in the range of courses offered by the Centre for Ethics Education and Pastoral Care at the State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police (LAFP).

By a decree of 9 December 2022, the district police authorities in North Rhine-Westphalia were required to report the implementation status of police training courses. It transpired that in the second half of 2022 the police authorities focused intensively on issues relating to democratic resilience and found many different ways to encourage its staff to take part in training aimed at strengthening democratic resilience.

The North Rhine-Westphalia Police is currently taking part in a nationwide study funded by the Federal Ministry of the Interior and Community and carried out by the German Police University on motivation, attitude and violence in the day-to-day work of police officers (German abbreviation: MEGAVO, www.polizeistudie.de). The study focuses on the day-to-day work of police officers. The different areas of police work and the different stages of an officer’s career are to be examined particularly closely. The research project comprises both the motivation, attitudes and values of all police personnel and the change they undergo in the course of their careers as well as everyday difficulties.

We expect this broad-based and in-depth study to provide us with key insights that will enable us to further strengthen the democratic resilience of police personnel.

Furthermore, intercultural competence is already taught as part of the foundation course of the bachelor programme at the University of Applied Sciences for Police and Public Administration in North Rhine-Westphalia (HSPV NRW).

This enables students to describe different cultural terms and cultural theories within the context of a plural society and to explain the necessity of inter/transcultural competence for police operations. They learn to judge the importance of culture, person and situation in comprehending human conduct. They are able to understand cultural identities, shared features and differences in everyday and police situations and to reflect critically on them, to recognise forms and mechanisms of self-isolation and marginalisation, including the resulting consequences for safeguarding human rights. The students comprehend migration and diversity in the context of a society of immigration, including the implications for modern police work. Furthermore, they can use methods designed for dealing sensitively with challenging situations in a plural society and generate specialist questions and problems. They can explain the reliability and suitability of different sources and cite them academically in line with specific standards.

The State Office for Education, Training and Personnel Matters of the North Rhine-Westphalia Police offers the following general phenomenological further training courses as well as special further training measures in which extremism is dealt with comprehensively and related issues, such as increasing intercultural competence are addressed:

Intercultural competence – Students in training

The participants have gained basic knowledge in the field of intercultural competence. They are able to act with sensitivity and cultural awareness and to reflect on their actions afterwards. They have studied Islam. They are familiar with the key terminology. In particular, they are able to differentiate between Islam and Islamism. The participants have also examined fundamental aspects of democratic resilience. They are able to recognise discriminating and/or racist behaviour and react appropriately in any given situation.

Concrete elements are:

* discussion and presentation of key cultural differences
* examination of the own culture and cultural centrism
* presentation of fundamental terms of Islam and the history of its origins
* fundamentals of democratic resilience, in particular in relation to the syndrome of group-based hostility
* signs and symbols of extremist organisations

Intercultural competence – Politics and society

The concrete goal of the measure is subordinate to the guiding objective of strengthening the democratic resilience of all members of the North Rhine-Westphalia Police. A particular target group are the lower-level leaders, a group who gain knowledge in a number of further training measures on democratic resilience. This group’s capacity to act is thus strengthened. Knowledge is key to adequate and consistent leadership. The aim of this further training measure is therefore to get to grips with current political and social issues through civic education. The disciplines of political science and sociology form the framework for this further training measure. The course lays the foundations for dealing with problematic phenomena (populism, attitudes towards the European Union, polarisation, conspiracy theories, social movements, delegitimisation of the state, etc.). Relevant phenomenon-related developments are examined and assessed on the basis of democratic principles. The participants look in depth at the principles of our constitutional state and learn to assess current developments within the democratic framework. This development of competence enables them to differentiate between legitimate criticism of democracy and (subtle) anti-democratic agitation.

The one-day further training measure on politics and society consists of a political-science and a sociological part with the following different interrelated focuses:

* fundamental principles of liberal democratic values
* pluralisation of the party landscape in relation to social changes
* current social developments and the resulting phenomena
* social movements and their democratic values
* current extremist phenomena

Intercultural competence – Police and society

The participants have examined the current processes of change within society. They are familiar with the syndrome of group-based hostility. The participants are able to identify extremist tendencies and to assign them to the relevant phenomenon. They know how to deal with groups on the margins of society. They are familiar with the fundamental principles of intercultural competence and, in particular, have gained a basic knowledge of Islam. Furthermore, they are able to reflect on their experiences, also by changing perspectives. They are aware of their special role and responsibility as enforcers of the state’s monopoly on the use of force in a democratic state based on the rule of law.

Concrete elements are:

* current social and political developments and their impact on extremist agitation
* the syndrome of group-based hostility
* confidence in using the relevant terms
* basic principles of intercultural competence
* dealing with difficulties in police work (critical incidents)
* reflecting on the professional role
* dealing with the unfamiliar and a change of perspective in intercultural encounters
* spread and forms of Islam
* fundamental principles of faith and religious obligations
* basic knowledge of Islamism/Salafism
* anti-Islam and antisemitic activities and developments
* basic knowledge of international extremism

Intercultural competence – Diversity as a leadership task

The participants are aware of the challenges and potential of diversity for an organisation and for senior staff. They can analyse their own area of responsibility with regard to diversity and identify new fields of action. They are able to recognise marginalisation and discrimination processes and to reflect on their actions and those of their organisational unit with sensitivity, taking into account diversity aspects.

Concrete elements are:

* introduction to diversity management
* opportunities and risks of diverse police teams
* impact on the actions of senior staff
* examining the current organisational culture, taking into consideration key elements of diversity management
* current social changes and their impact on police action
* the syndrome of group-based hostility

Intercultural competence – Liaison officer for Muslim institutions – introductory course

The participants are competent in dealing with Muslim institutions. They are able to develop and cultivate confidence-building measures, as well as to ensure that the knowledge they have gained flows into police practices. The participants are familiar with the syndrome of group-based hostility and the Islamophobia which is often seen in this connection. The participants’ confidence in their own actions is bolstered when it comes to devising presentations and talks (didactics/ rhetoric/ conflict management).

Concrete elements are:

* fundamental principles of intercultural competence
* targeted deepening of knowledge of Islam in relation to the performance of their duties
* Islamic and Islamist organisations in Germany, as well as their importance to police work
* deepening of communicative fundamentals and techniques for conducting dialogue
* fundamental terms and academic theory, for example the syndrome of group-based hostility
* task-related gathering and steering of information (use of media)

Intercultural competence – Liaison officers for Muslim institutions

The participants are familiar with political developments and new empirical findings regarding Islam as well as Islamic and Islamist organisations. They have been informed of official projects and methods in connection with confidence-building measures. The participants are aware of current issues and developments which could have an impact on cooperation with Muslim institutions and organisations.

Concrete elements are:

* broadening knowledge of Islam, taking into consideration political developments and new empirical insights
* particular legal and police-related problems in the liaison work with Muslim institutions
* improvement in the working methods of liaison officers for Muslim institutions in the form of an exchange of best practices
* presentation and explanation of current issues and developments of social and political relevance

Intercultural competence – Fundamental principles of intercultural competence for staff members who teach or give lectures

The participants are familiar with the fundamental principles of intercultural competence. They can use the knowledge they have gained to devise their own events or use it in their everyday work. They are aware of how to deal with diversity and have reflected on their role as teachers. Furthermore, they are familiar with the typical resistance encountered in connection with intercultural issues and are able to deal with it constructively.

Concrete elements are:

* fundamental principles of intercultural competence and culturally aware communication
* the syndrome of group-based hostility
* dealing with diversity and other cultures
* critical incidents and case handling
* dealing with a reluctance to learn

In addition to the measures listed, extremist prevention was also accorded great importance organisationally. Counter-extremism commissioners have been appointed in all 47 district police authorities in *Land* North Rhine-Westphalia. Irrespective of the official channels, they are the direct points of contact for passing on any information which might indicate an extremist action or toleration, attitudes or membership of extremist networks. To this end, they have the right to report directly to the management of the authority.

(sgd) Stoll