



Employment
4 Inclusion

GENDER EQUALITY, PREJUDICES, STEREOTYPES AND BIAS

Title: **WORKING WITH VICTIMS OF ANTI-LGBT HATE CRIMES – A PRACTICAL HANDBOOK**

Type of resource: Handbook

Country: Italy, UK, Belgium, Bulgaria, Croatia, Greece, Hungary, Lithuania, Spain, Poland

Language: English, French, Italian, Bulgarian, Croatian, Greek, Hungarian, Lithuanian, Spanish,, DutchPolish

Short Description

Developed through the EU funded project “Come Forward: Empowering and Supporting Victims of Anti-LGBT Hate Crimes”, funded by the Rights, Equality and Citizenship Programme (2014-2020) of the European Union. This handbook was produced with the aim of providing people working with victims of hate crimes a practical tool on how to accommodate the specific needs of LGBT victims. It provides professionals working with victims and witnesses in institutions and organizations where people can report crimes and receive support (*police, prosecutors, non-governmental organizations, etc.*) with simple and relevant information needed to better understand transphobic and homophobic violence, the experiences and perspectives of the victims, and how to ensure maximal support and safety for the victims. It also includes specific and practical guidelines and tips on how to work and communicate with LGBT victims taking into consideration their specific needs and vulnerability.

PDF file: <http://www.lgbthatecrime.eu/resources/handbook>

Title: **COUNTERING UNDER-REPORTING AND SUPPORTING VICTIMS OF ANTI-LGBT HATE CRIME GOOD PRACTICES REPORT**

Type of resource: Good Practices

Country: Italy, UK, Belgium, Bulgaria, Croatia, Greece, Hungary, Lithuania, Spain, Poland

Language: English

Short Description

This report presents 41 good practices on combating underreporting and supporting victims of anti-LGBT hate crime that was selected from nine European countries participating in the project “Come Forward”.

The project “Come Forward: Empowering and Supporting Victims of Anti-LGBT Hate Crimes” is funded by the Rights, Equality and Citizenship Programme (2014-2020) of the European Union (JUST/2015/RACC/AG/VICT/8957).

Webpage: <http://www.lgbthatecrime.eu/resources/goodpractices>

Short Description

The aim of the booklet is to inform healthcare professionals about the basic principles and good practices for providing services to LGBTQI people. Main sections:

- primary health care,
- mental health,
- sexual and reproductive health,
- basic principles for providing healthcare services to LGBTQI people.

Furthermore, this booklet includes the basic terminology on sexual orientation, gender identity and expression, and sex characteristics, as well as basic information on the national legal framework in Greece and LGBTQI rights. Moreover, it includes contact information for LGBTQI organisations in Greece, aiming to increase the cooperation between health professionals and the LGBTQI community, as well as human rights organisations and bodies/institutions that record incidents of violence and/or discrimination. Finally, the booklet refers to some important days for the LGBTQI community.

The booklet is part of the Program P.A.R.A.D.I.S.O (Participatory Approach for Raising Awareness and fighting Discrimination against Sexual and Gender Orientation in healthcare sector) funded by the European Union – Rights, Equality and Citizenship Program 2014-2020 (REC-DISC-AG-2016).

Partners:

- Department of Sociology of National School of Public Health (Coordinator)
- Faculty of Nursing of National and Kapodistrian University of Athens
- Lesbian & Gay Community of Greece – O.L.K.E.
- Association for Regional Development and Mental Health – E.P.A.P.S.Y.
- Hellenic Midwives Association
- NGO PRAKSIS
- Consulting Company CMT- Prooptiki
- European Forum for Primary Care (Netherlands)
- Établissement Public de Santé Maison Blanche (France)

Webpage: <https://paradiso.gr/the-project/>

Title: **TELL US**

Type of resource: Program

Country: Greece

Language: English, Greek

Short Description

The aim of the project "Tell us", which is implemented by the NGO Colour Youth – Athens LGBTQ Youth Community LGBTQ Athens, is:

- Collecting and recording incidents of violence and/or discrimination based on gender identity gender expression and/or sexual orientation
- Providing the victims of such incidents with charge free and professional legal and/or psychological support
- Training employees, members and volunteers of LGBTQI+ organizations in managing such incidents of violence and/or discrimination
- Training and raise awareness of law and police academy students as well as professionals of the Justice system and Law enforcement services on issues such as violence and discrimination against LGBTQI+ people
- Raising awareness of Greek society on the phenomenon of homophobia/transphobia/biphobia and its various manifestations.

“Tell us” had already started to being formed by the members of Colour Youth since 2013 and had always been a goal of the organization almost since its founding.

The campaign was launched by volunteers on the 1st of April 2014 and continues to this day.

It was funded from 29/10/2014 until 31/12/2015 by Iceland, Liechtenstein and Norway under the project “We are all citizens”, which is a part of the fund mechanism of EOX for Greece, known as EEA Grants. Funding administrator of the program is Bodossaki Institute. From the 1st of January 2016 until today it has been funded by the Open Society Foundations.

Webpage: <https://www.colouryouth.gr/en/pes-to-s-emas-about/>