

**OFFICIAL**

## Hate Crime Policy Statement

**The NSW Police Force (NSWPF) is committed to the prevention, disruption and reduction of hate crimes and the support of victims and communities.**

The NSWPF approaches all situations with an open mind and acknowledges that any type of incident could have hate as a motivating factor. The NSWPF promotes a culture of inclusivity for all communities, a respect for diverse beliefs and cultures and empathy towards victims of hate crime. Through community liaison, the NSWPF encourages more victims to feel comfortable coming forward and reporting any hate crime or hate incident.

Strike Force (SF) Parrabell reviewed 88 deaths between 1976 and 2000 to determine if they were hate crimes. SF Parrabell's recommendations included a review of how hate crimes are recorded and the development of a training package for all officers. The Engagement & Hate Crime Unit (EHCU) continues to drive the NSWPF response to hate crime in line with parliamentary recommendations and world's best practice.

### HATE CRIME DEFINITION

**A crime motivated by hate, prejudice or bias towards people because of their identity or perceived difference.**

For example, Race, Religion or Faith, Ethnic/National Origin, Sex or Gender, LGBTIQ+, Mental or Physical Disability, Political, Homelessness, Age (Discrimination) or HIV/AIDS Status.

### Our commitment is to ensure the NSW Police Force:

- Strongly promotes and supports the prevention, disruption and reduction of hate crimes in NSW
- Approaches all situations with an open mind regarding motive and considers if hate is a motivating factor in any crime or incident
- Proactively supports victims and communities of hate crime
- Promotes a culture of respect and inclusivity for all communities and beliefs
- Has best practice investigative standards for hate crimes
- Has a dedicated specialist unit which focuses on:
  - Promoting hate crime awareness within NSW communities to encourage and support reporting;
  - Analysing hate crime trends and behaviours and;
  - Actively engaging with communities, organisations and other jurisdictions.

### Responsibilities:

**Senior Executive** - approve and support the *Hate Crime Guidelines*; regularly monitor and review the *Hate Crime Guidelines*; and promote and support a culture that actively strives for a more inclusive NSW.

**Engagement & Hate Crime Unit** – regularly reviews and updates the *Hate Crime Guidelines* and provides advice to NSWPF regarding hate crimes.

**Commanders/Managers** – encourage the reporting of hate crimes, communicate, manage and achieve compliance with *Hate Crime Guidelines* within their command by identifying obligations, reporting breaches and attesting to the effectiveness of command compliance.

**All staff** – report hate crimes, know and comply with *Hate Crime Guidelines*; undertake required training and promptly report breaches to management.