



**Promoting equal treatment &
preventing discrimination**



1. Content

- Introduction of RADAR
- Introduction Dutch framework (organizations/legislation)
- What RADAR does
- Discrepancy between reported versus non-reported cases of discrimination
- Projects & training
- Conclusions



2. RADAR

- Regional Anti Discrimination Council in the Netherlands.
- Since in 1983 in Rotterdam
- Since July 2007 working area : 3 regions around the cities of Rotterdam, Dordrecht and Breda
- 3 police-regions
- 64 municipalities (2.7 million inhabitants)

Our mission

- RADAR aims to fight and prevent discrimination on grounds of race, nationality, ethnic origins, religion, gender, sexual orientation, age and handicap.



3. Specialised bodies in the Netherlands

- Equal Treatment Commission (CGB)
 - The CGB is an independent organisation, which was established by legislation via the Equal Treatment Act (AWGB), and has been in force since 1994. Provides victims of discrimination with a low-threshold forum for lodging complaints.
- National association Art. 1 [pronounced : article 1]
 - In this association, local and regional anti-discrimination agencies (ADB's) and the former National Bureau against Discrimination (LBR) have pooled their powers and expertise
- Network of local/regional anti discrimination agencies
 - 29 organisations active in almost all main cities
 - Very different in scale



4. Anti discrimination legislation

- **Article 1 of the Dutch Constitution:** provides that discrimination on grounds of religion, belief, political opinion, race, nationality sex or on other grounds shall not be permitted.
- **The Equal Treatment Act (AWGB, since 1994)** Equal treatment law stipulates that it is unlawful to discriminate on grounds of: race, gender, nationality, religion, sexual orientation, handicap and age. The Equal Treatment Act was modified in April 2004 in order to implement the EU Racial Directive 2000/43/EC and the EU Employment Equality Directive 2000/78/EC.
 - See : Equal Treatment Commission



5. Anti discrimination legislation (2)

- **Criminal Law** forbids discrimination, on the grounds of race, gender, religion, sexual orientation and handicap.
 - Article 137c: prohibits discriminatory insults
 - Article 137d: makes inciting of hatred, discrimination or racial violence a punishable crime
 - Article 137e: prohibits spreading of discriminatory remarks
 - Article 137f: forbids participation in discriminatory activities and the granting of support to discriminatory activities.
 - Article 137g: prohibits intentional discrimination in the practise of a profession or business
 - Article 429quarter: prohibits (non-)intentional discrimination in the practise of a profession or business



6. What does RADAR ?

- **Handling of discrimination complaints**
 - RADAR gives advice and support to those who file discrimination complaints
- **Monitoring of discrimination cases**
 - Incidents are compiled into annual reports and presentations, which identifies key issues and recommendations.
- **Research**
 - Regarding structural forms of discrimination.
- **Consultancy**
 - governmental, non-governmental and profit organisations to enable them to implement anti-discrimination and intercultural strategies.
- **Anti-discrimination awareness education & training**
 - for different groups like school children, teachers, police officers, etc....
- **Promoting public awareness**
 - through the coordination of events like the International Day Against Racism (March 21st) and through publication of materials.



7. Handling of individual cases

- Everyone who is a victim or witness of discrimination can report a complaint
- All discrimination grounds (art.1 Constitution)
- Emotional and legal support
- Dialogue model as starting point
- Legal support in cases with the Equal Treatment Commission
- Structural contact with police about individual cases



8. Recorded cases (RADAR)

2007	652
2008	579
2009	*933

* National pr campaign

Fields in society :

- 27 % discrimination cases in 2009 related to the labour market
- 10 % about commercial services, 5% police, 8 % neighborhood...

Discrimination grounds:

- 48 % on racial discrimination
- 6 % on religious grounds



9. Under-reporting & under-recording

- High underreporting
 - There is a large gap between what is reported and what happens. Many people have experiences with discrimination, but only a few number of people report discrimination cases.
 - Only 1 % of victims come to RADAR, 7% go to police
- High underrecording by the police
 - Police sometimes do not recognize discrimination
 - discrimination cases disappear



10. Underreporting/- recording a problem?

No

- We already know a lot
- 1 % tells a lot about the 99% not reported cases
- Main issue: what can be done to solve discrimination?
 - Prevention
 - Awareness raising

Yes

- Still very important that people can have a place where they can find support



11. What should be done?

- PR campaigning to promote reporting & providing information to 'victim' groups
- More cooperation & coalition building between partners (like police, Justice department, municipalities, migrant organisations, refugee organisations, etc....) to promote more trust in institutions & professionalism of (non)-governmental organisations
- Coalition project related to special fields (like on door policy of clubs, on the labour market)
- Development of prevention & empowerment strategies
- Additional research into people's experiences with discrimination



12. Practical examples



13. PR activities & providing information

- PR activities: in 2007 RADAR started a PR campaign
 - Slogan: 1 against discrimination, make a difference
 - Equal treatment tram
 - Banner campaign (can be seen in police stations, city halls, schools, etc..)
 - Radio/tv advertisements
 - Poster campaigns
 - Special phone number
 - National campaign (tv, radio, banners , posters)

Discriminatie? → 0900 - 2 354 354 (10 ct/m) → radar.nl



14. PR activities



vóór gelijke behandeling tegen discriminatie

radar.nl

“Allen die zich in Nederland bevinden worden in gelijke gevallen gelijk behandeld. Discriminatie wegens godsdienst, levensovertuiging, politieke gezindheid, ras, geslacht of op welke grond dan ook is niet toegestaan”

Art. 1 van de Grondwet

tegen discriminatie
make a difference

Discriminatie? → radar.nl
→ 0900 - 2 354 354 (10 ct/m)



National campaign





15. Cooperation & networking (1)

- Network building with all kind groups:
 - social workers, youth workers, migrant groups, schools, etc....
- Cooperation with several municipalities
 - Subsidy relationship: agreement on targets
 - WGA new legislation: forces local municipalities to facilitate victim support and to report on cases of discrimination
 - RADAR is building a network of contacts in 64 municipalities
- Cooperation with police & public prosecutor
 - Long history of coalition building
 - Recent signing of an agreement between the police, the justice department and RADAR about sharing information about discrimination cases.
 - Training of police officers by RADAR
 - Information sharing about cases to promote effective prosecution



16. Cooperation & networking (2)

Activities in special fields

- Discrimination by the entrance of discotheques
 - Since 2002 there is a special coalition against discrimination by clubs in which discotheque owners, police, municipality and RADAR cooperate; since 2008 complaints can be send by text messaging.



17. Education & empowerment

- Educational projects in schools
 - Cooperation with partners (example theater group)
 - Anti-discrimination education programmes at schools
- Empowerment project
 - Your Power Our Power - empowerment project for young people
 - Cooperation with In Holland & Albeda College (school), Scala (emancipation organisation), several migrant support organisations



18. Conclusions

- Important to know where and when discrimination happens
- Small percentage of cases are reported
- These cases should be taken seriously
- Important to create strategies to solve these cases
- Important to built coalitions with partners who have a stake in the problem
- Important to implement projects on prevention and awarness raising