

3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



3RD ACTION PLAN TO COMBAT HATE CRIMES 2025-2028

MINISTRY OF THE INTERIOR – SECRETARIAT OF STATE FOR SECURITY

3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



3RD ACTION PLAN TO COMBAT HATE CRIMES

1ª edición, 2025

Responsables de los textos/de la presente edición/de las imágenes: Dirección General de Coordinación y Estudios. Secretaría de Estado de Seguridad.

Edita: Ministerio del Interior. Secretaría General Técnica.

Catálogo de Publicaciones de la Administración General del Estado (CPAGE)

<https://cpage.mpr.gob.es/>

NIPO (ed. en línea): 126-25-037-X

How to cite (APA edition 7):

Ministerio del Interior. (2025). *III Plan de Acción de Lucha contra los Delitos de Odio*.



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



PRESENTATION BY THE MINISTER OF THE INTERIOR

Progress in the fight against hate crimes has been remarkable in recent years, where the II Action Plan has been a key strategic instrument in improving the prevention and investigation of this social scourge, by picking up the essential foundations defined in the first Plan, but placing the victim at the centre of the proceedings and taking into account the role of prevention, while at the same time providing an adequate response to these crimes. Special mention was also made of the need for institutional collaboration for more effective action among all the actors involved in the combat against all hate crimes.



We are faced with a type of event where the action of different actors, whether institutional or social, and each within their own competencies, is necessary to achieve the success we all long for.

All these actors we have a duty to coordinate in order to ensure that victims of hate crimes are treated as they deserve to be treated. The interconnection between the different figures involved in discouraging any attitude related to hate crimes is key to achieving a more tolerant and better cohesive society. That is why the Ministry of the Interior, through the National Office to Combat Hate Crimes, continues to actively participate in the *'Agreement to cooperate institutionally in combating racism, xenophobia, LGTBI-phobia and other forms of intolerance'*.

However, this collaboration cannot be limited to what happens within our borders; we must be proactive and cooperate with neighbouring countries to learn from their strengths and, at the same time, share experiences and best practices that can support us in the combat against hate crimes.

On the other hand, it is necessary to recall an important problem also highlighted in previous years: under-reporting. This is a very serious problem. On many occasions, victims who suffer hate crimes, due to lack of knowledge, are not aware that they may have been victims of an event of this nature. However, it is important that they are able to perceive themselves as such and file the corresponding complaint, so that they can have adequate protection and reparation for the crime in accordance with the harm suffered. In other words, this is the only way to ensure that their situation is remedied and that crimes and offenders do not go unpunished.

For this reason, taking into account the condition of vulnerability of these victims of hate crimes, their reparation must be addressed from a multidisciplinary perspective, paying attention not only to the material aspects, but also to those that directly affect the dignity or freedom of the person.



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



3RD ACTION PLAN TO COMBAT HATE CRIMES

Likewise, as was already done with the II Action Plan, this new Plan is also in line with the terms defined in Law 4/2015 on the Statute of the Victim of Crime, in the field of hate crimes. This regulation, which at the time provided great advances in guaranteeing rights, sets out the obligation in any case to inform the victim about them, encouraging the implementation of Protocols for the treatment of victims for professionals dealing with them, as well as the need for these professionals to be trained and sensitised in this area.

In this context, we must not forget that society must also play a part in preventing and combating hate crime, and it is therefore of great importance to raise awareness of this issue at all levels. It is a priority to get the message across, through the organization and participation in courses, seminars and any other means of dissemination that serve to contribute to the education of the people who make up this society, that these crimes exist and that they must be justly condemned, both socially and legally.

For all these reasons, and in the light of all the work carried out so far, I am pleased to present the **III Action Plan to Combat Hate Crimes (2025-2028)**, developed in the same way in which were drawn up the two previous ones, that is, with the participation and contributions of both the State and the Autonomous Police Forces, the specialized Prosecutor's Office, as well as the third sector organisations and associations, in order to be able to develop those measures in accordance with social reality. All these actors have contributed to the elaboration of this new and necessary III Action Plan, and I thank them for it.

Many of these measures are a continuation of others that have been carried out throughout the validity period of previous Action Plans, and others, the majority, are totally new and necessary due to the evolution of hate crimes in our society, which include hate speeches that do so much harm to society. All these measures have determined the main Action Lines and their corresponding objectives.

This III Action Plan consolidates the progress made in the field of the treatment of victims of these crimes, which continues to be the main priority for this Ministry of the Interior, as well as the prevention and fight against online hate speech. But this would not be possible without the collaboration of all public institutions and third sector organisations, given that we are dealing with a very cross-cutting issue that requires the collaborative work of all actors.

Fernando Grande-Marlaska Gómez.
Ministro del Interior.



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



1. INTRODUCTION

The progress of modern societies is based on the recognition and respect for human rights as a foundation for coexistence and social cohesion. However, the persistence of attitudes of intolerance and hatred towards certain groups puts these fundamental values at risk, generating dynamics of exclusion, fear and insecurity. Hate crimes, defined as behaviors motivated by negative prejudices towards certain individuals or groups, represent a threat not only to the direct victims, but also to the social fabric as a whole. In this context, combating these manifestations of discrimination is not only an ethical imperative, but also a political and legal commitment for democratic societies.

The Spanish Constitution enshrines equality and dignity in its articles as guiding principles of the legal system, which are complemented by international regulations ratified by Spain. These principles establish the basis for combating hate crimes and promoting an inclusive, plural and respectful society. The Security Forces and Corps, together with other institutions, have a crucial role in guaranteeing these rights, acting effectively in the prevention, investigation and punishment of this type of crime, and, above all, in the care and protection of victims.

Since the creation of the National Office to Combat Hate Crimes (ONDOD) in 2018, Spain has consolidated a comprehensive approach to this issue, articulating preventive, investigative and awareness-raising measures. Through the **I Action Plan to Combat Hate Crimes (2019-2021)** and the **II Action Plan to Combat Hate Crimes (2022-2024)**, significant progress has been made in the design of collaborative strategies between public administrations, civil society organisations and international bodies. These efforts have made our country a benchmark in the fight against hate crimes, recognised by organisations such as the European Union Agency for Fundamental Rights (FRA), the European Commission and the Office for Democratic Institutions and Human Rights (ODIHR) of the Organisation for Security and Cooperation in Europe (OSCE).



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



Images. - First and second “Action Plan to combat hate crimes” (2019-2021), (2021-2024).

Source. - I Action Plan II Action Plan [I Plan de Acción](#) [II Plan de Acción](#)

The **II Action Plan (2022-2024)**, which was presented by the head of the Department at the Council of Ministers on 12 April 2022 and approved, and Instruction 5/2022 of the Secretariat of State for Security on said II Action Plan was signed on the same day, marked a new milestone by developing eight strategic lines, 15 objectives and a total of 86 measures, all of which have been fulfilled, except for one, which is transferred to this III Plan for its achievement.

This achievement is due to the commitment and work carried out by the Security Forces and Corps, public institutions and third sector entities. During its term, the II Plan addressed emerging challenges such as the increase in online hate speech and the strengthening of institutional capacities, reaching milestones of great relevance, among which the following stand out:

1. **Creation and strengthening of specialised groups within the State law enforcement bodies:** the creation of the **Violent Extremism and Hate Crimes Teams (EVO)** in the National Police and the **Hate Crimes Response Teams (REDO)** in the Civil Guard, both at central and peripheral level within the Information structures, has notably improved the response and investigation capacity for these crimes throughout the national territory.
2. **Participation of the ONDOD as a partner in projects funded by the European Commission:** the ‘**REAL UP**’¹ Project, for the improvement of the capacities of



¹ <https://real-up.eu/proyecto/>

3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



law enforcement authorities to identify, analyse, monitor and evaluate online hate speech in order to develop and strengthen upstander strategies against hate speech; the **'CISDO' (Inter-police and Social Cooperation against Hate Crime)** Project², with the overall objective to improve the capacities of law enforcement agencies to tackle hate crime, increase support for victims and strengthen exchange and mutual trust between the actors and the communities concerned; the **'SCORE' (Sporting Cities Opposing Racism in Europe)** Project³, with the aim of creating a coalition of European cities and local authorities for the promotion of inclusive sport, as well as the prevention and fight against racism, xenophobia and related intolerance in the field of sport.

3. **Reinforcement of training and awareness-raising:** he ONDOD, in addition to participating as experts in different courses and forums organised by police forces, universities, other organisations and civil associations, has continued to organise annual **Seminars on Hate Crimes**, as follows: In 2022, the IV Seminar entitled *'Comprehensive and cross-cutting Care for Victims of Hate Speech and Hate Crimes'* was held; in 2023, during the Spanish Presidency of the Council of the European Union (PEUE2023), the V Seminar entitled *'Use of Artificial Intelligence to tackle hate crimes with special attention to hate speech detection algorithms and counter-narrative tools'*, and the VI on *'National and international best practices in the management of hate crimes, collaboration and sectoral cooperation'* were organised; In 2024, the VII on *'The relationship between religious denominations and the Security Forces and Corps'* was held.
4. The ONDOD has also promoted strategic agreements, such as the **Agreement between the Ministry of the Interior (Secretariat of State for Security) and the A LA PAR Foundation**⁴ to improve the care, protection and safety of people with intellectual disabilities, or the **General Protocol for action by the Ministry of the Interior and the Spanish Federation of Municipalities and Provinces on hate crimes**, strengthening local capacities in the fight against these crimes.
5. **Victim care and innovative resources:** in July 2023, the ONDOD, in collaboration with SETEPT (Spanish Society of Specialists in Post-traumatic Stress Disorder),



² <https://cisdoproject.eu/>

³ <https://scoreproject.net/>

⁴ https://www.boe.es/diario_boe/txt.php?id=BOE-A-2023-13516

3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



published the '**Action guide for assistance to victims of hate crimes who present trauma-related symptoms and stress factors**'. Likewise, since 2023, the ONDOD has its **own official website**⁵ where it explains what hate crime is and how to report it, provides access to the publications produced by the ONDOD and includes the **map of assistance resources** that has been expanded over the years and is constantly being updated.

6. **International collaboration:** in December 2023, at the proposal of the European Commission, the ONDOD led and coordinated the '**EU Joint Action Day on Combating Hate Crimes**'⁶, with the collaboration of the law enforcement agencies, the 'Intelligence Centre against Terrorism and Organised Crime (CITCO)' and EUROPOL. In addition, during 2024, the ONDOD participated in two '**Referral Action Days**', one on anti-Semitic content and the other on content against ethno-religious groups, coordinated in Spain by CITCO as a point of contact with Europol's Internet Referral Unit (EU IRU), together with the National Police, Civil Guard, Mossos d'Esquadra and Ertzaintza.
7. **Knowledge of the reality of hate crimes: reports on the evolution of hate crimes in Spain** have been published annually. A **new hate crime survey** has also been carried out, aimed mainly at victims of hate crime, as well as witnesses and/or citizens in general, designed by the ONDOD and the University of Salamanca, in order to find out about other issues of interest and to be able to apply measures and policies in accordance with the results.

As noted above, the only outstanding measure from the II Action Plan was 1.1, the development of a 'risk indicator (RI)' tool to facilitate the identification of serious or violent hate crimes. This tool, designed to issue alerts to police officers when collecting complaints, has been included in this new plan.

The **III Action Plan to Combat Hate Crimes (2025-2028)** builds on these advances and lessons learned, incorporating new challenges and approaches to adapt to a constantly evolving social and technological environment. This renewed Plan seeks to strengthen the resilience of communities in the face of this problem, improve prevention, investigation and care for victims by the law enforcement agencies and



⁵ <https://oficinanacional-deltosdeodio.ses.mir.es/publico/ONDOD>

⁶ <https://www.europol.europa.eu/media-press/newsroom/news/violent-hate-crimes-targeted-in-joint-action-day>

3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



other institutions involved to consolidate Spain's commitment to an inclusive, diverse and discrimination-free society.

2. FRAMEWORK FOR THE THIRD ACTION PLAN

After the intense work carried out with the two previous Action Plans, it is of utmost importance to give them continuity with this third one and to continue bolstering the fight against hate incidents, crimes and speeches, while improving the activities that have been implemented in order to prevent these kinds of crime, but also to respond to them with determination when they have been perpetrated so as to attempt to mitigate or reduce the harm caused to the victims, improving the response given by the law enforcement bodies. To this end, this Plan reinforces the capacities of the Security Forces through the creation of central operational structures specialised in the prosecution of hate crimes and the provision of systems for the coordination of investigations.

This third Action Plan is once again articulated through the Secretariat of State for Security, with the **National Office to Combat Hate Crimes (ONDOD)**, which reports to the Directorate General for Coordination and Studies, which is the body entrusted with fostering, coordinating and supervising it.



Images. – Emblems of the National Police and Civil Guard.
Source. – Spanish Patent and Trademark Office.

Likewise, it is mainly aimed at the State law enforcement bodies, such that the bodies of the Secretariat of State for Security related to the matter must comply with the measures planned. Nevertheless, within the context of the agreements reached by the different regional autonomous and local security boards, participation will be encouraged from the different police corps from those institutions.

As in previous Action Plans, among the measures of this third one, the necessary participation of third sector organisations and associations once again acquires special importance, since many of the measures focus on support for the victims, as well as the invaluable collaboration of the Security Forces and Corps, both



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



State and autonomous police forces with authority in the matter, which are essential for the success of this new Action Plan.



Image. – Emblems of the Policía Foral de Navarra, Ertzaintza and Mossos d'Esquadra.

Source. – Official autonomous police websites.

This Action Plan is divided into **six lines of action; fifteen objectives to be achieved and one hundred and nine proposed measures**, which include, among others, the publication of a twice-yearly **newsletter** on this problem, in order to gather news, new information and case-law concerning hate crimes that may be of interest to social interlocutors.

It is to be implemented immediately, once approved by an Instruction from the Secretariat of State for Security and published in the General Order of the Directorate General of the Police and in the Official Gazette of the Civil Guard, and **it shall remain in force until the end of the year 2028**.

The follow-up and monitoring of the Action Plan is crucial to be able to assess its scope and effectiveness, which is why the **ONDOD** will periodically verify compliance with the measures that have been carried out during each corresponding six-month period. Furthermore, as will be explained below, a Monitoring Committee is planned to meet at least twice a year.

3. LINES OF ACTION, OBJECTIVES AND MEASURES TO BE IMPLEMENTED

This third Action Plan has been divided into six action lines, which continue to improve the treatment and support for victims of hate crimes, where training and awareness-raising continue to be a fundamental axis to achieve this, without ignoring the problem of hate speech and possible technological developments that may arise in this field. For all of this, advantage should be taken of the momentum achieved through the II Action Plan, where progress has been made in joint work with other institutions and third sector organisations and associations.

The **Lines of Action** determined by the objectives to be achieved through the series of measures to be carried out are as follows:



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



- **Line of Action 1:** To improve support for victims of hate crimes and their awareness of the existing resources within the law enforcement bodies, as well as with other public and private institutions.
- **Line of Action 2:** Preventing any criminal act related to hate crime and hate speech.
- **Line of Action 3:** Continuing with the training and raising awareness of members of the law enforcement bodies in combatting hate crimes, especially the newly graduated police officers.
- **Line of Action 4:** Promoting the participation, collaboration and activities with social economy organisations to ensure steady improvement in combating hate crimes.
- **Line of Action 5:** Developing a monitoring and coordination system for hate crimes investigations and gain knowledge to prevent and combat them.
- **Line of Action 6:** Extending human and/or material resources of the Violent Extremism and Hate Teams (EVO) from the National Police and the Hate Crime Response Teams (REDO) from the Guardia Civil by establishing central operational structures specialising in combating hate crimes.

LINE OF ACTION 1: To improve support for victims of hate crimes and their awareness of existing resources in the law enforcement agencies, with other public and private institutions.

[OBJECTIVE 1]

To expand the support network for victims of hate crime and strengthen their resilience.

1. MEASURES:

1.1. To promote through the various Crime Victim Support Offices or third sector organisations and associations 'community resilience supports', mainly in areas with a high incidence of hate incidents or crimes, where psychological, legal and social support and counselling can be offered to victims. **Implementation: second semester of 2026.**

1.2. To promote the development of mentoring and peer support programmes, where victims of hate crimes or hate speech can voluntarily offer guidance and support to new victims of hate crimes or hate speech. **Implementation: first half of 2026.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



1.3. To promote the use of the facilitator in police proceedings whenever a victim, a person arrested or investigated but not detained for an alleged hate crime or other crime, has an intellectual disability. **Implementation: second half of 2025.**

1.4. To promote, in the event of an alleged hate crime or other crime, communication channels for the referral and assistance to victims (or persons arrested or investigated but who are not detained) with intellectual disabilities, to specialised services. **Implementation: first half of 2026.**

1.5. To promote awareness campaigns so that victims of an alleged hate crime are aware of their rights and available resources, both on different websites (map of resources) and at key physical points (police stations, barracks, community centres, etc.). **Implementation: first half of 2027.**

1.6. To encourage the referral of the victim of an alleged hate crime or hate speech, who voluntarily so wishes, to the specialised resources indicated on the 'resource map' on the website of the National Office to Combat Hate Crimes (ONDOD), by the first police responder. **Implementation: second half of 2028.**

1.7. To publish links to documents published by national, European or international organisations related to this issue on the website of the National Office for Combating Hate Crimes (ONDOD). **Implementation: first half of 2025.**

1.8. To promote 'communities of practice' formed by the different law enforcement agencies working in a given region and the different third sector organisations and associations in the search to improve support for victims of hate crime, by encouraging reporting and strengthening trust between law enforcement agencies and victims of hate crime, taking advantage of the methodology used in the European project 'Inter-Police and Social Cooperation against Hate Crime (CISDO). **Implementation: first half of 2026.**

1.9. To promote the 'risk assessment' of the possibility of being a victim of hate crime to be carried out by the person who collects the complaint and, where appropriate, advised by the EVO and REDO Teams, of the National Police and Civil Guard, respectively, or by other specialists in other law enforcement bodies with competence in the matter. **Implementation: first half of 2028.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



[OBJECTIVE 2]

To develop different types of tools to help support victims of hate crime.

2. MEASURES:

2.1. Promoting the technological development of a tool to support law enforcement bodies when they receive a complaint, which will make it easier to detect a possible case of hate crime. **Implementation: first half of 2028.**

2.2. Fostering the incorporation in the hate crime report of a new indicator in which victims will be informed about the existing resources in the province where the complaint is made or the one they wish to know about. This new indicator will show the contact details of the Office for Assistance to Victims of Crime, as well as the third sector organisation or association that provides support to the victim according to the “resources map” on the ONDOD website. **Implementation: second half of 2027.**

2.3. Including a detailed breakdown of Islamophobia in the statistical report on the evolution of hate crimes and incidents, based on the guidelines laid down by the European Union Agency for Fundamental Rights (FRA), in order to bring together statistics from various countries. **Implementation: first half of 2025.**

2.4. Incorporating a specific card on hate crimes in the new version of the “ALERTCOPS” app, including information on how to report and on the ONDOD so that victims may consult it or receive assistance and advice on hate crimes. Law enforcement bodies will be encouraged to promote the new version of the application with its new functionalities. **Implementation: second half of 2025.**

2.5. Public or private institutions or entities, as well as the competent law enforcement bodies, should encourage the use of “mediation” procedures and techniques with hate crime, provided that the parties agree to do so, so that the victims can access to compensation. **Implementation: second half of 2025.**

2.6. Promoting personalised support and follow-up for victims of serious hate crimes by the law enforcement bodies, either in person or by other telematic means, once the corresponding complaint has been filed. **Implementation: second half of 2028.**

2.7. Further improving the tools for persons with intellectual disabilities to make sure they are provided with accessible and understandable information through the easy-to-read format. **Implementation: while the 3rd Action Plan is in force.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



[OBJECTIVE 3]

To establish or improve good practices to ensure a better response for hate crime victims.

3. MEASURES:

3.1. Creation of a work guide for police intervention and action with Roma victims of hate crimes, taking into account the particularities of this group. **Implementation: second half of 2026.**

3.2. Publishing an information guide on hate crimes related to religious freedom (some other information document might be used) in order to increase understanding of the existence of different religious beliefs as a fundamental right. **Implementation: second half of 2027.**

3.3. Publishing an information guide on Judaism/antisemitism in order to provide a more adequate support to victims of hate crimes or hate speech, which may also be helpful in training and raising awareness for law enforcement bodies and society in general. **Implementation: first half of 2025.**

3.4. Publishing an information guide on gender-related aggravating factors in order to support better victims of hate crimes or hate speech when these crimes are related to sex and/or gender. **Implementation: first half of 2025.**

3.5. Publishing an information guide on intellectual disability addressed to the first police officer intervening, as the role of the facilitator is of special importance, in order to support better victims of hate crimes or hate speech. This guide may also be helpful in training and raising awareness for law enforcement bodies and society in general. **Implementation: first half of 2025.**

3.6. Disseminating and if applicable updating the different guides that have been developed by or in collaboration with the ONDOD, mainly addressed to law enforcement bodies' offices receiving complaints, by delivering published copies and online dissemination. **Implementation: second half of 2026.**

3.7. Re-editing and if applicable updating pamphlets informing about hate crimes that can be downloaded from the Ministry of the Interior's website and disseminating them in paper format to the law enforcement bodies' offices receiving complaints and other institutions. **Implementation: first half of 2027.**

3.8. Raising awareness about the good practices being carried out by Spanish law enforcement bodies within the sphere of the ONDOD, among the different European



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



and international bodies that work in this matter, as well as among other institutions or authorities in other countries that may have authority in this sphere of hate crimes and hate speech. **Implementation: while the 3rd Action Plan is in force.**

LINE OF ACTION 2: Preventing any criminal act related to hate crime and hate speech.

[OBJECTIVE 4]

To improve relations between the different parties involved in the prevention of hate crime and hate speech.

4. MEASURES:

4.1. Encouraging meetings between the different law enforcement bodies depending on the different local, State or Autonomous Regional government administrations in order to deal with the problem of these crimes in each sphere of application, and coordination investigations into these types of crime. **Implementation: while the 3rd Action Plan is in force.**

4.2. Continuing with the contacts between the law enforcement bodies and lawyers' bar associations in order to further fostering greater specialisation exchange of experiences and good practices between both institutions in the field of hate crimes and hate speech. **Implementation: while the 3rd Action Plan is in force.**

4.3. Strengthening public education and awareness-raising strategies by implementing programmes at different levels of education and society in general addressing the causes of hatred and intolerance and promoting intercultural understanding and respect for diversity. **Implementation: second half of 2025.**

4.4. Contributing towards strengthening cooperation between EU Member States by providing support in the exchange of information and best practices between them in order to coordinate effective actions and policies against hate crime. **Implementation: while the 3rd Action Plan is in force.**

4.5. Stepping up efforts to reduce the spread of hatred and incitement to violence on the Internet, in collaboration with digital platforms or any other actor, through the use of advanced technologies. **Implementation: first half of 2027.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



4.6. Promoting a set of harmonised recommendations and definitions of hate crimes and hate speech in the European Union, through different working groups, meetings, etc. that may take place for this purpose, in order to facilitate cooperation between Member States. **Implementation: while the 3rd Action Plan is in force.**

[OBJECTIVE 5]

To improve coordination of different institutions in the prevention of hate crimes and hate speech.

5. MEASURES:

5.1. Fostering direct contacts between the National Office (ONDOD) and the EVO group of the National Police and the REDO group of the Civil Guard to combat hate crime on a national, centralised level for coordination in this sphere and in the roll-out more locally **Implementation: while the 3rd Action Plan is in force.**

5.2. Continuing with the working group between the State and Autonomous law enforcement agencies (CITCO) and, if applicable, the areas involved within the Directorate-General for Coordination and Studies, which is coordinated by the ONDOD, where the Public Prosecutor's Office against hate crimes and discrimination participates. **Implementation: first half of 2026.**

5.3. Study and subsequent implementation of a Coordination System in Investigations of Hate Crime and Hate Speech aimed at coordinating operational actions when they are carried out by different police forces. **Implementation: first half of 2026.**

5.4. Promoting the strengthening of the post of “social interlocutor” within law enforcement bodies, by fostering contacts with the units registering reported crimes, other public institutions, as well as third sector organisations and associations, in order to improve the identification and prevention of hate crimes and hate speech at different territorial levels. **Implementation: second half of 2027.**

5.5. Promoting the creation of a “Specific protocol for action by local or municipal law enforcement bodies for hate crimes”, in collaboration with the Spanish Federation of Municipalities and Provinces, given that Local Police on certain occasions are the first to come into contact with incidents, victims and perpetrators of hate crimes. Thus, it is essential to establish guidelines for the identification of this type of crime and enable officers to fulfil their functions and obligations in accordance with the provisions of Organic Law 2/1986, of 13 March, on Security Forces and Corps. **Implementation: first half of 2028.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



5.6. Promoting actions to create specific protocols for prevention, detection and response in different spheres of action (e.g. private security, health care, social services, etc.), in collaboration with the institutions involved. **Implementation: second half of 2028.**

[OBJECTIVE 6]

To promote initiatives to monitor and prevent hate crimes and hate speech.

6. MEASURES:

6.1. Studying and exploring emerging technologies in the field of artificial intelligence, taking an ethical and responsible approach, to identify and combat hate speech online. **Implementation: first half of 2026.**

6.2. Promoting and participating in the “Referral Action Days” in the sphere of hate speech, coordinating through the CITCO and ONDOD with the different police forces so as to inform online service providers about possible hate speech so it can be removed and, if applicable, investigated. **Implementation: while the 3rd Action Plan is in force.**

6.3. Proposing meetings with the National Focal Point, i.e. the Spanish “Comisión Nacional de los Mercados y la Competencia (CNMC) (National Commission on Markets and Competition)” and the ONDOD, as well as other bodies and institutions, in the framework of the European Digital Services Regulation (DSA), about online hate speech **Implementation: while the 3rd Action Plan is in force.**

6.4. Implementing public information campaigns on hate crimes and hate speech and their prevention, incorporating the contributions of third sector organisations and associations on social networks, the Internet and different media. **Implementation: first half of 2028.**

6.5. Promoting training and informative activities on hate crimes and hate speech for students in schools in order to raise awareness about these events, in line with Instruction 6/2023 of the Secretary of State for Security on the “Master Plan for Coexistence and Improvement of Safety in Schools and their Environs”. **Implementation: second half of 2025.**

6.6. Promoting the launch of a communication campaign for the European Day for Victims of Hate Crimes, which is celebrated every year on 22 July, in collaboration with other national or European institutions and organisations. **Implementation: first half of 2027.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



6.7. Fostering raising awareness in combating hate crimes for private security staff so they may identify discriminatory situations or hate crimes in the places where they work.

Implementation: second half of 2025.

[OBJECTIVE 7]

To Strengthen preventive actions and raising public awareness.

7. MEASURES:

7.1. Stepping up actions through the Communication Offices or the Information and Social Relations Offices of the law enforcement bodies on how to report if you are a victim of hate crime and what are the available resources, by developing and disseminating campaigns with accessible content through social networks or other channels. **Implementation:** first half of 2026.

7.2. Intensifying joint work between the Cybersecurity Coordination Office (OCC) and the ONDOD in the development of activities aimed at combating hate speech and disinformation, as well as information and communication technologies. **Implementation:** while the 3rd Action Plan is in force.

7.3. Promoting the creation of a National “Hate Crime and Hate Speech Prevention Day”, organised by the law enforcement bodies in collaboration with the third sector, in which campaigns, workshops, etc. would be carried out. **Implementation:** second half of 2027.

7.4. Promoting training for the staff who come into contact with victims or witnesses of hate crimes or incidents through the ALERTCOPS application aimed at ensuring that these professionals are appropriately trained to assist and advise them effectively. **Implementation:** second half of 2026.

7.5. Promoting and participating in awareness-raising training activities in order to combat stereotypes and prejudices in hate incidents, hate crimes or hate speech. Positive narratives and testimonies of persons who overcame it, etc. should be included in such activities. **Implementation:** while the 3rd Action Plan is in force.

7.6. Fostering prevention and awareness-raising workshops in educational centres, including universities, to train both students and teachers on how to teach about diversity and respect, trying to use participatory methodologies and promoting the dissemination of scientific knowledge in the field of hate crimes in national and international events and congresses. **Implementation:** first half of 2025.



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



LINE OF ACTION 3: Continuing with the training and raising awareness of members of the law enforcement bodies in combatting hate crimes, especially the newly graduated police officers.

[OBJECTIVE 8]

To consolidate and expanding the training given to members of the law enforcement bodies.

8. MEASURES:

8.1. Promoting specific training for the staff of law enforcement bodies so that they can provide personalised and specialised support and follow-up for victims of hate crimes once the corresponding complaint has been filed, and thus complying with measure 2.6. **Implementation: first half of 2028.**

8.2. Fostering training for the first persons intervening on prevention, detection and guidelines for action in hate crimes committed against people with intellectual disabilities, taking into account the guide on intellectual disabilities, as well as the importance of facilitators in this field. **Implementation: first half of 2026.**

8.3. Promoting training conferences between the law enforcement bodies and the offices for assistance to victims to ensure that the Guide for police action with victims with intellectual disabilities is applied, as well as to disseminate the reporting channels in order to facilitate the access of victims to specialised support. **Implementation: second half of 2026.**

8.4. Continuing to hold courses, conferences and seminars at least once a year, specialising in hate crimes and hate speech, organised by law enforcement bodies, promoting contacts with public and private entities, especially from the university sphere. In this respect, specialised training will be promoted on the investigation of hate crimes committed both in physical and virtual spaces, as well as on the care and protection of victims. **Implementation: while the 3rd Action Plan is in force.**

8.5. Continuing with the implementation of training activities in access and promotion courses. These activities will be aimed at raising awareness of all the key issues in order to have adequate knowledge of the groups that may be perpetrators or victims of this type of crime, human rights, attention to victims, etc. Special attention will be given to improving empathy and efficiency in dealing with victims, providing them with all the support resources available. **Implementation: while the 3rd Action Plan is in force.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



8.6. Promoting the implementation of practical training activities focused on providing new classes of police officers of law enforcement bodies with the necessary skills to give an adequate response when they come into contact with perpetrators, victims and witnesses of hate crimes and hate speech. **Implementation: first half of 2027.**

8.7. Encouraging members of law enforcement bodies, during their training period, to serve and get to know those units and groups responsible for hate crime prevention in order to enhance their knowledge, training and awareness from a more practical approach once they join police forces. **Implementation: second half of 2027.**

8.8. Fostering the continuation of the “TAHCLE” training programme, taking into consideration the possibility of increasing the number of trainers to develop the “cascading training”, i.e. members of the law enforcement bodies are trained on a police topic, then they train other members of the police forces on the same topic, improving the “training of trainers”. **Implementation: first half of 2027.**

8.9. Regular reviewing and updating of the training content on hate crimes and hate speech received by law enforcement bodies’ staff when students first access the courses or move on to the next ones, especially in the area of social media investigation. This includes study plans, subject programmes, seminars, conferences, etc., focusing on topics such as human rights, prejudice, diversity, hate crimes and how to properly apply the different existing regulations in the spheres of criminal law and public administration. **Implementation: while the 3rd Action Plan is in force.**

8.10. Promoting the need to call “subject of hate crimes” or similar when referring to the sessions taught on this area in the different study plans for entrance and promotion courses in the law enforcement bodies, in order to better identify it and stress the importance of this subject within the study plans. **Implementation: second half of 2028.**

[OBJECTIVE 9]

To increase the training provided by law enforcement bodies to other actors involved.

9. MEASURES:

9.1. Promoting specific training for the different groups that may suffer from hate crimes and hate speech. Victims will be trained to know how to report and identify such cases. Therefore, the training will be given by law enforcement bodies in collaboration with Third Sector entities. **Implementation: second half of 2027.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



9.2. Promoting training and awareness-raising of young people in schools, universities and other institutions on hate crimes and hate speech focusing on the different motivations of “hate and discrimination”. To this end, trainers should prepare cases based on actual crimes that have occurred in various areas. **Implementation: second half of 2025.**

9.3. Strengthening training on hate crimes for law enforcement bodies, including training sessions for local or municipal police with the collaboration, if applicable, of State police forces and the Spanish Federation of Municipalities and Provinces. **Implementation: first half of 2026.**

9.4. Promoting training in combating hate crimes and hate speech for private security staff, regardless of the service they are offering or their positions and responsibilities, which would help to comply with measure 6.7. **Implementation: second half of 2025.**

9.5. Encouraging the participation of representatives from the third sector working with victims of hate crimes in the holding of the annual national seminar, specialising in hate crimes and hate speech, organised by the ONDOD with the participation of the State law enforcement bodies and public prosecutors, among others. **Implementation: while the 3rd Action Plan is in force.**

9.6. Increasing contacts with law enforcement bodies in other countries aimed at fostering the exchange of information and best practices in this area, as well as international training activities on hate crimes and the police response to them. **Implementation: while the 3rd Action Plan is in force.**

9.7. Promoting the sharing of any material among the law enforcement bodies that may be used for training and awareness-raising on hate crimes and hate speech, such as the case law published by the Public Prosecutor's Office against hate crimes and discrimination. **Implementation: second half of 2026.**

9.8. Fostering the need for university courses on hate crimes and hate speech for members of the law enforcement bodies and mainly of their specialised investigation units in this field (EVO teams of the National Police and REDO of the Civil Guard), preferably through their own university centres, where other institutions or third sector organisations may participate. **Implementation: first half of 2026.**

9.9. Continuing to hold a national seminar at least once a year, specialising in hate crimes and hate speech, organised by the ONDOD, with participation from the law enforcement bodies, public prosecutors, social networks and Internet operators, as well as civil organisations, depending on the topic chosen. This seminar could be held in person or online. **Implementation: while the 3rd Action Plan is in force.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



LINE OF ACTION 4: Promoting the participation, collaboration and activities with social economy organisations to ensure steady improvement in combating hate crimes.

[OBJECTIVE 10]

Strengthening collaboration with the various organisations and associations from the social economy to prevent and combat hate crimes and hate speech.

10. MEASURES:

10.1. Encouraging the holding of periodic meetings (at least every six months) between social stakeholders and organisations and associations from the social economy, within their territorial scope, and, where appropriate, representatives of the relevant Crime Victims Assistance Office, to allow for coordination and participation, and attempt to set out joint actions and monitor the progress achieved by all the stakeholders concerned. **Implementation: first half of 2025.**

10.2. Enhancing collaboration between law enforcement bodies and organisations or associations from the economy sector to improve the assistance of victims and foster interdisciplinary training—engaging representatives from the groups targeted by these crimes—with a view to making this type of crimes better known and raising awareness of the importance of an appropriate response. **Implementation: while the 3rd Action Plan is in force.**

10.3. Fostering awareness-raising and/or information campaigns in which law enforcement bodies, organisations or associations from the social economy, and, where appropriate, other agencies are involved. **Implementation: first half of 2027.**

10.4. Recording testimony podcasts of people from the economy sector, victims or witnesses of hate crimes and hate speech to publish them on the National Office to Combat Hate Crimes official website to raise awareness in society. **Implementation: first half of 2028.**

10.5. Strengthening links between social stakeholders and local police officers from the various territories working in this field to foster synergies and ensure effective collaboration, particularly regarding interactions and relations with organisations and associations from the social economy. **Implementation: first half of 2028.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



[OBJECTIVE 11]

Improvement of some collaboration tools used with representatives from the economy sector to increase efficiency and effectiveness of hate crimes and hate speech crimes prevention.

11. MEASURES:

11.1. Encouraging the creation of the ‘No Hate Ambassadors’ role, that is, influential figures in their community (religious leaders, sports personalities, artists, etc.) that conduct public-awareness actions and campaigns against hate crimes, enabling the message to reach more people. **Implementation: first half of 2028.**

11.2. Establishing that every time the Monitoring Committee for the 3rd Action Plan to Combat Hate Crimes is convened, representatives from social economy organisations and associations from the various sectors are invited so that as many as possible groups are represented. Depending on the measures assessed by the Monitoring Committee, a particular association might be called several times. **Implementation: second half of 2025.**

11.3. Encouraging, from law enforcement bodies, people who may have been victims of hate crimes or hate speech to report with the objective of seeking to strengthen victim’s trust in these bodies. This is without prejudice to carry out the corresponding police proceedings in case of evidence of a crime. **Implementation: while the 3rd Action Plan is in force.**

11.4. Continuing granting an award or a certificate of recognition for best practices regarding hate crime (prevention, support for victims or any other aspect that the State Secretariat for Security wishes to highlight) aimed at law enforcement bodies and social economy organisations and associations in recognition of their work in cases where it is considered important to do so. **Implementation: while the 3rd Action Plan is in force.**

11.5. Supporting the provision of an updated contact list of the territorial social stakeholders from law enforcement bodies (the relevant ones based on the geographical areas) to the social economy organisations to ensure direct and smooth communication. **Implementation: second half of 2027.**

11.6. Promoting the ‘interactive resource map’ among social economy organisations and associations so that they are aware of it and that those that are able to support hate crime victims in their territory can participate. **Implementation: second half of 2025.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



LINE OF ACTION 5: Developing a Monitoring and Coordination System for Hate Crimes Investigations and gain knowledge to prevent and combat them.

Introducing new methodologies for the prevention, investigation and training of law enforcement bodies to better combat hate crimes and hate speech.

12. MEASURES:

12.1. Updating the ‘Law enforcement bodies protocol on hate crimes and actions that infringe legal rules on discrimination’ to amend it and include developments that have taken place over the last years, placing special emphasis, among other things, on online hate speech, polarisation indicators and administrative legislation on hate crimes. To this end, support to the Special Prosecutor’s Unit for Hate Crimes and Discrimination, —from the General State Prosecutor’s office—, and law enforcement bodies will be enhanced. **Implementation: second half of 2026.**

12.2. Involving the ONDOD or get it to collaborate in, among other things, cross-cutting strategies, agreements, action plans on prevention and combatting hate crimes and hate speech, and, in general, on prejudices relating to these acts. For instance, continuing participating in the ‘Institutional Cooperation Agreement to Fight against Racism, Xenophobia, LGTBphobia and other Forms of Intolerance’. **Implementation: while the 3rd Action Plan is in force.**

12.3. Updating investigations of hate crimes and hate speech crimes committed on the Internet taking into consideration guidelines established by the Special Prosecutor’s Unit for Hate Crimes and Discrimination. Also, considering the possibility of setting criteria for the assignment of investigations when the location of crimes is unknown. **Implementation: first half of 2027.**

12.4. Encouraging the implementation of a new ‘proceedings for discriminatory-based indicators’ or a similar one that replaces the current ‘proceedings for the polarisation indicators’ to help identify a particular hate crime or hate speech so that the officer recording the complaint can easily access it. **Implementation: first half of 2027.**

12.5. Promoting the updating and use of standard police reports for hate crimes and standard records for administrative penalties based on legislative changes, including versions adapted for people that might need them or groups with special needs. Also,



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



promoting giving specific training on their use to law enforcement officers from all ranks. **Implementation: second half of 2027.**

12.6. Fostering the creation of a list of contact points from law enforcement bodies of the member states of the Council of Europe or the European Commission involved in hate crimes and hate speech. The ONDOD will be the contact point at national level. **Implementation: second half of 2025.**

12.7. Enhance quantitative and, where appropriate, qualitative investigations with a view to studying hate crimes and hate speech to understand the social reality or help preventing and combat this type of acts. **Implementation: first half of 2028.**

12.8. Encouraging knowledge in hate crimes and hate speech crimes to be assessed in curriculum courses for accessing to positions or getting promoted within law enforcement bodies. **Implementation: second half of 2028.**

12.9. Fostering the holding of TAHCLE sessions to conduct 'cascade training' at the Autonomous Communities headquarters of the National Police, provincial headquarters of the Guardia Civil or training centres, paying special attention to newly graduated officers. **Implementation: second half of 2026.**

12.10. Encouraging the pursuit of longitudinal studies over time or other type of studies so that the issue of crimes and hate speech or its incidence can be assessed, thus improving prevention and fight against them. **Implementation: second half of 2028.**

[OBJECTIVE 13]

Developing technology tools, including artificial intelligence and big data analysis to prevent potential hate crimes.

13. MEASURES:

13.1. Promoting, together with universities and other investigation centres, the carrying out of studies and creation of automated tools to detect and investigate hate speech on social networks. **Implementation: second half of 2027.**

13.2. Strengthening studies or tools for predictive analysis using public data from social networks, police reports and other sources to identify behaviour patterns that could lead to hate crimes or hate speech crimes. **Implementation: second half of 2028.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



13.3. Encouraging the carrying out of crime mapping that analyses hot spots where hate crimes and hate speech crimes tend to occur. **Implementation: first half of 2028.**

13.4. Promoting from the National Office to Combat Hate Crimes, together with the Subdirectorate-General for Planning and Management of Security Infrastructure and Equipment, the redesign of the website of said office allowing easier access to information from mobile phones. **Implementation: second half of 2028.**

13.5. Continuing to implement and update the 'database of symbols' so that it can be used to identify a potential indicator or evidence of alleged hate crime or hate speech in the relevant proceeding. **Implementation: while the 3rd Action Plan is in force.**

[OBJECTIVE 14]

Improving quality and accuracy of hate crime data collection.

14. MEASURES:

14.1. Continuing with the annual publication of the Report on the evolution of hate crimes in Spain, attempting to give it as much publicity as possible, taking into account the recommendations and studies from European bodies, such as the European Union Agency for Fundamental Rights (FRA), and the regulations in force on personal data protection. **Implementation: while the 3rd Action Plan is in force.**

14.2. Promoting compliance with the Digital Serve Act (DSA), the regulation on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and all other implementing regulation in this area by law enforcement bodies when collecting data on hate crimes and hate speech, taking also into account the criteria established by the Spanish Agency for Data Protection. **Implementation: second half of 2026.**

14.3. Promoting hate incidents recorded by the organisations from the social economy to be included, where possible and on a regular basis, in the twice-yearly gazette produced by the National Office to Combat Hate Crimes. **Implementation: second half of 2026.**

14.4. Publicising the ONDOD website and how the public, academics and the social economy can access statistical data on hate crimes, and, when appropriate, studies conducted to this end. **Implementation: first half of 2027.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



14.5. Studying the possibility of improving the visualisation of statistical data, both in terms of accessibility and understanding of the data on hate crimes. **Implementation: second half of 2027.**

14.6. Encouraging the carrying out of new surveys on hate crimes and incidents for victims, witnesses and/or the general public, as well as the publication of reports on those surveys to gain understanding of other issues of relevance in the fight against these acts and adopt measures and policies based on the results. **Implementation: first half of 2028.**

LINE OF ACTION 6: Extending human and/or material resources of the Violent Extremism and Hate Teams (EVO) from the National Police and the Hate Crime Response Teams (REDO) from the Guardia Civil by establishing central operational structures specialising in combating hate crimes.

[OBJECTIVE 15]

Extending resources and improving specialisation of EVO and REDO Teams.

15. MEASURES:

15.1. Carrying out the necessary organisational changes so that a Central Operational Group to investigate hate crimes is established within central units to which the EVO Teams from the National Police and REDO Teams from the Guardia Civil are answerable. Also, and especially, they should be made to ensure coordination of investigations of these crimes and hate speech committed on the Internet and on social networks, particularly when the crime, due to its characteristics or because the location where the hate speech took place is unknown, goes beyond the territorial scope or exceeds the ability of the relevant EVO/REDO Teams of a particular territory. **Implementation: first half of 2026.**

15.2. Promoting an increase of personnel of the EVO and REDO Teams that reinforces the current teams so that they can conduct all the most important investigations on hate crimes and discrimination regardless of whether the perpetrators are radicalised or not. **Implementation: first half of 2026.**

15.3. Enhancing the improvement and/or extension of material resources of the EVO and REDO Teams that help them to better conduct their investigations, mainly on illegal hate speech online and social networks, regardless of whether the perpetrators are radicalised or not. **Implementation: second half of 2026.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



15.4. Strengthening the specialisation of specific personnel from the EVO and REDO Teams in the investigation of illegal hate speech online and social networks, encouraging cooperation with digital service providers in accordance with the Digital Serve Act. **Implementation: first half of 2027.**

15.5. Promoting 'specialised operational units' for the investigation of illegal hate speech online and social networks to be established within the EVO and REDO Teams from the capital of provinces with the largest population. For the other capitals of provinces, it would be sufficient to have at least one member of these territorial teams to conduct these investigations. **Implementation: second half of 2027.**

15.6. Encouraging EVO and REDO Teams to carry out investigations into hate crimes and hate speech in sport, particularly in football, by establishing direct contacts for coordination with all stakeholders and bodies concerned so that appropriate and rapid response at criminal, government administration and disciplinary levels can be ensured. **Implementation: second half of 2028.**

15.7. Continuing with permanent and specialised training for personnel and new personnel from EVO and REDO teams. It is recommended that law enforcement bodies, the Special Prosecutor's Unit for Hate Crimes and Discrimination, and staff from the National Office to Combat Hate Crimes are involved, among others. **Implementation: while the 3rd Action Plan is in force.**

15.8. Publicising and, where appropriate, promoting specific training on standard criteria for hate crime and hate speech investigations as well as on discriminatory insults along with public humiliation that could be discussed at the conferences of public prosecutors specialising in hate crimes and discrimination. **Implementation: while the 3rd Action Plan is in force.**

15.9. Encouraging involvement of EVO and REDO Teams and other law enforcement bodies from public administrations in projects financed by the European Union to enhance training and better combat these crimes. **Implementation: while the 3rd Action Plan is in force.**



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



4. COORDINATION OF THE PLAN AND MONITORING COMMITTEE

The **National Office to Combat Hate Crimes, under the Directorate-General for Coordination and Studies** (Secretariat of State for Security) is responsible for promoting, coordinating and monitoring the Action Plan.

As for previous Actions Plans, both the Director General of the National Police and that of the Guardia Civil will appoint a national coordinator in their agencies with sufficient authority to advance the measures contained in the Plan. The national coordinators, who will take part in the monitoring commission described below, will be responsible for monitoring the indicators set out in the Plan, and drawing up and issuing the corresponding reports.

There will be a **Monitoring Committee** for this Action Plan, chaired by the General Director for Coordination and Studies, unless a higher authority from the Ministry of the Interior attends it, who will then chair it. It will comprise staff from the National Office to Combat Hate Crimes and the National Coordinators of the Plan from the National Police and Guardia Civil. Also, depending on the issues on the agenda, spokespeople from the most relevant social economy organisations and associations from each type of hate crime as well as people involved in carrying out the Plan will join it. The Special Prosecutor's Unit for Hate Crimes and Discrimination, the representatives from the autonomous regional police forces dealing with this area and involving in carrying out the Action Plan, and other official bodies considered necessary will be also invited to take part in it.

The Monitoring Committee will meet in ordinary session once every six months to assess the progress of the implementation of the Plan according to the Chart of Indicators set out in Section 6 and assess its implementation and compliance with it. Furthermore, Extraordinary Monitoring committees may be convened as required.

Monitoring
Committee

Reports

Assessment

New Plan



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



3RD ACTION PLAN TO COMBAT HATE CRIMES

5. CHART OF INDICATORS AND REPORTS

PERIOD	OBJECTIVE No.	MEASURE	LEVEL OF COMPLIANCE	COMMENTS
While III Plan in force	2	2.7		
While III Plan in force	3	3.8		
While III Plan in force	4	4.1		
While III Plan in force	4	4.2		
While III Plan in force	4	4.4		
While III Plan in force	4	4.6		
While III Plan in force	5	5.1		
While III Plan in force	6	6.2		
While III Plan in force	6	6.3		
While III Plan in force	7	7.2		
While III Plan in force	7	7.5		
While III Plan in force	8	8.4		
While III Plan in force	8	8.5		
While III Plan in force	8	8.9		
While III Plan in force	9	9.5		
While III Plan in force	9	9.6		
While III Plan in force	9	9.9		
While III Plan in force	10	10.2		
While III Plan in force	11	11.3		
While III Plan in force	11	11.4		
While III Plan in force	12	12.2		
While III Plan in force	13	13.5		
While III Plan in force	14	14.1		
While III Plan in force	15	15.7		
While III Plan in force	15	15.8		
While III Plan in force	15	15.9		
1 st HALF OF 2025	1	1.7		
1 st HALF OF 2025	2	2.3		
1 st HALF OF 2025	3	3.3		
1 st HALF OF 2025	3	3.4		
1 st HALF OF 2025	3	3.5		
1 st HALF OF 2025	7	7.6		
1 st HALF OF 2025	10	10.1		
1 st HALF OF 2025	11	11.6		
2 nd HALF OF 2025	1	1.3		
2 nd HALF OF 2025	2	2.4		
2 nd HALF OF 2025	2	2.5		
2 nd HALF OF 2025	4	4.3		
2 nd HALF OF 2025	6	6.5		
2 nd HALF OF 2025	6	6.7		
2 nd HALF OF 2025	9	9.2		
2 nd HALF OF 2025	9	9.4		



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



3RD ACTION PLAN TO COMBAT HATE CRIMES

2 nd HALF OF 2025	11	11.2		
1 st HALF OF 2026	1	1.2		
1 st HALF OF 2026	1	1.4		
1 st HALF OF 2026	1	1.8		
1 st HALF OF 2026	5	5.2		
1 st HALF OF 2026	5	5.3		
1 st HALF OF 2026	6	6.1		
1 st HALF OF 2026	7	7.1		
1 st HALF OF 2026	8	8.2		
1 st HALF OF 2026	9	9.3		
1 st HALF OF 2026	9	9.8		
1 st HALF OF 2026	14	14.2		
1 st HALF OF 2026	15	15.1		
1 st HALF OF 2026	15	15.2		
2 nd HALF OF 2026	1	1.1		
2 nd HALF OF 2026	3	3.1		
2 nd HALF OF 2026	3	3.6		
2 nd HALF OF 2026	7	7.4		
2 nd HALF OF 2026	8	8.3		
2 nd HALF OF 2026	9	9.7		
2 nd HALF OF 2026	12	12.1		
2 nd HALF OF 2026	12	12.9		
2 nd HALF OF 2026	14	14.3		
2 nd HALF OF 2026	15	15.3		
1 st HALF OF 2027	1	1.5		
1 st HALF OF 2026	3	3.7		
1 st HALF OF 2026	4	4.5		
1 st HALF OF 2026	6	6.6		
1 st HALF OF 2026	8	8.6		
1 st HALF OF 2026	8	8.8		
1 st HALF OF 2026	10	10.3		
1 st HALF OF 2026	12	12.3		
1 st HALF OF 2026	12	12.4		
1 st HALF OF 2026	14	14.4		
1 st HALF OF 2026	15	15.4		
2 nd HALF OF 2027	2	2.2		
2 nd HALF OF 2027	3	3.2		
2 nd HALF OF 2027	5	5.4		
2 nd HALF OF 2027	7	7.3		
2 nd HALF OF 2027	8	8.7		
2 nd HALF OF 2027	9	9.1		
2 nd HALF OF 2027	11	11.5		
2 nd HALF OF 2027	12	12.5		
2 nd HALF OF 2027	12	12.6		
2 nd HALF OF 2027	13	13.1		
2 nd HALF OF 2027	14	14.5		
2 nd HALF OF 2027	15	15.5		
1 st HALF OF 2028	1	1.9		
1 st HALF OF 2028	2	2.1		



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



1 st HALF OF 2028	5	5.5		
1 st HALF OF 2028	6	6.4		
1 st HALF OF 2028	8	8.1		
1 st HALF OF 2028	10	10.4		
1 st HALF OF 2028	10	10.5		
1 st HALF OF 2028	12	12.7		
1 st HALF OF 2028	13	13.3		
1 st HALF OF 2028	14	14.6		
2 nd HALF OF 2028	1	1.6		
2 nd HALF OF 2028	2	2.6		
2 nd HALF OF 2028	5	5.6		
2 nd HALF OF 2028	8	8.9		
2 nd HALF OF 2028	11	11.1		
2 nd HALF OF 2028	12	12.8		
2 nd HALF OF 2028	12	12.10		
2 nd HALF OF 2028	12	12.11		
2 nd HALF OF 2028	13	13.2		
2 nd HALF OF 2028	13	13.4		
2 nd HALF OF 2028	15	15.6		

The General Directorate of the National Police and that of the Guardia Civil will issue a six-monthly report to the General Directorate for Coordination and Studies, through the National Office to Combat Hate Crimes, informing on the action taken within their respective territorial scope.

The report will also include statistical data about the activities carried out in each period set out and every six months, as well as the main conclusions drawn from the analysis and comparison of data, a general assessment, relevant circumstances and issues identified, proposals for improvement and other information considered to be of interest regarding the following:

- Information on incidents, criminal offences and victims, in the area of hate crimes. Also, information on data provided to the National Police and Guardia Civil or by local police regarding action taken within their respective territorial scope as part of the collaboration forged.
- Training and awareness-raising activities conducted, specifying the type, duration and certificates, and number of police officers taking part in them.
- Statistical data relating to assistance to hate crime victims and to those referred to the crime victims assistance offices under the Ministry of Justice or the Autonomous Communities.

Based on this information, the National Office to Combat Hate Crimes will draw up the relevant six-monthly and annual reports.



3RD ACTION PLAN TO COMBAT HATE CRIMES

[STATE LAW ENFORCEMENT BODIES]



6. BUDGET ALLOCATION TO IMPLEMENT THE ACTION PLAN

The financial resources necessary to implement the 3rd Action Plan and the measures included in each Action Line for the period 2025-2028 amount to EUR **1 432 570⁷**, breakdown as follows:

- Line of Action 1: To improve support for victims of hate crimes and their awareness of the existing resources within the law enforcement bodies, as well as with other public and private institutions: EUR 159 220.
- Line of Action 2: Preventing any criminal act related to hate crime and hate speech: EUR 25 750.
- Line of Action 3: Continuing with the training and raising awareness of members of the law enforcement bodies in combatting hate crimes, especially the newly graduated police officers: EUR 11 200.
- Line of Action 4: Promoting the participation, collaboration and activities with social economy organisations to ensure steady improvement in combating hate crimes: EUR 30 000.
- Line of Action 5: Developing a Monitoring and Coordination System for Hate Crimes Investigations and gain knowledge to prevent and combat them: EUR 106 400.
- Line of Action 6: Extending human and/or material resources of the Violent Extremism and Hate Teams (EVO) from the National Police and the Hate Crime Response Teams (REDO) from the Guardia Civil by establishing central operational structures specialising in combating hate crimes: EUR 1 100 000.

Madrid, 24 March 2025.



⁷ This figure does not include financial resources provided by other bodies external to the National Office to Combat Hate Crimes (ONDOD) that have also responsibilities in this area.