

EXODUS Blogpost #5

EXODUS: Creating the "Next Generation" of Trainers for Combating Antisemitism

From **November 19 to 22, 2025**, the premises of the **Center for Security Studies (KEMEA)** in Athens hosted a significant action: the **"Train of Trainers Course"** on combating antisemitic crimes.

This action was implemented within the framework of the project **"Combating antisemitic crimes in Greece and Europe through a prototype criminal justice and victim support component, in respect to human rights – EXODUS"**. Funded by the European Union through the **"Citizens, Equality, Rights and Values"** (CERV) programme, EXODUS aims to effectively combat crimes instigated by antisemitic hatred by strengthening criminal justice and supporting victims.

The Goal: A Core of Specialized Trainers

The specific training did not merely aim to educate the participants but to create a **core team of trainers** within the Hellenic Police. Officers with experience in countering hate crimes were invited to acquire the necessary tools to subsequently train their colleagues.

What did the Program Include?

The four-day program was intensive and designed with an experiential approach, covering both operational and pedagogical issues:

- **Understanding the Phenomenon:** Participants deepened their knowledge on recognizing symbols, forms, and indicators of antisemitic crimes, as well as understanding prejudices.
- **The "3i" Model & Operational Readiness:** A central role was played by the learning of standardized procedures and the "3i" model (Identification-Intervention-Investigation) for managing incidents in the physical environment, as well as the proper approach to witnesses and suspects.
- **Digital Investigation (OSINT):** As hate also spreads digitally, the trainers familiarized themselves with Open Source Intelligence (OSINT) tools for detecting and documenting antisemitic content on the internet.
- **Victim-Centered Approach:** Special emphasis was placed on the protection and professional approach to victims, with full respect for human rights.
- **Adult Education:** As they will be called upon to teach, a large part of the program was dedicated to adult education principles, designing educational units, and classroom management.

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From Theory to Practice

The educational strategy of EXODUS moved beyond traditional lectures. Trainees participated in case studies, scenarios, and practical exercises. The culmination of the training came on the final day, where each participant was required to design and deliver a micro-teaching session, receiving immediate feedback.

Next Steps

Upon completion of the training, these new trainers will receive the White Paper and the specialized educational material of the project. They are now ready to return to their services and act as multipliers of knowledge, implementing educational actions at a regional and local level.

Acknowledgments

We would like to thank the participants for their presence and the zeal they demonstrated throughout the educational activity. This action could not have been implemented without the speakers and trainers, whom we thank for their participation. Finally, we thank all members of the EXODUS project consortium for their contribution to the realization of this event.

