



**MONTENEGRO**  
**THE MINISTRY OF HUMAN AND MINORITY RIGHTS**

**2013 – 2018 Strategy for Improving the Quality of Life of the LGBT People**

**2016 ACTION PLAN**

**1. LGBT human rights**

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
1	Draft the Law amending the Antidiscrimination Law	The Ministry for Human and Minority Rights (MHMR)	Q4	MHMR	The Law amending the Antidiscrimination Law drafted
2	Build capacities and promote anti-discriminatory practices through continuous training events according to the Plan for the Implementation of the Antidiscrimination Framework for: civil servants, members of the judiciary, local civil servants, police officers, inspectors and other officials in charge of protection against discrimination.	MHMR	April-December 2016	MHMR OSCE	Target groups trained according to the Plan for the Implementation of the Antidiscrimination Framework

	<i>In 2016, the training will include the staff of Centres for Social Work (SCWs).</i>				
3	Develop and publish printed materials (fliers) raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights.	MHMR	Regular activity - continuously	MHMR	The materials for raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights developed and published.
4	Information brief on the activities and practices of the law enforcement and the judiciary (police, courts, prosecution) regarding reported and prosecuted cases of discrimination, violence and other forms of attacks against the LGBT individuals.	MHMR	Q4	MHMR	The information brief developed based on the data gathered from the responsible judicial and law enforcement authorities.

## 2. Sexual orientation and gender identity in education

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
5	Consultations for professional services in secondary schools on approaches in working with LGBT adolescents	The Ministry of Education (MoEd) NGOs	Q4	MoEd	No of events and sessions No of participating pedagogues and psychologists
6	Information sessions for professional services in primary schools on LGBT principles	MoEd NGOs	Q4	MoEd	No of sessions No of participating pedagogues and psychologists No of peer educators (among secondary school pedagogues and psychologists)
7	Support for teachers teaching the subjects which include LGBT matters, using supplementary resource materials	MoEd NGOs	Q4	MoEd	No of sessions No of teachers covered
8	Build competencies for non-violence and non-discrimination among the young	MoEd NGOs	Q4	MoEd	No of workshops No of participants

### 3. Healthcare

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
9	Build capacities of healthcare workers for improving the services provided to the LGBT community	Ministry of Health (MoH), Public Health Institute (PHI) public health institutions	Q2	MoH Donor funding (TAIEX assistance)	Availability of healthcare services for the LGBT people free from any form of discrimination, aiming at respecting human rights and rights of healthcare beneficiaries in line with healthcare regulations and international rules.
10	Institutionalise relations between health authorities and the LGBT community by signing an MoU and developing joint initiatives	MoH PHI Public health institutions	Q2	MoH PHI Public health institutions	Through mutual understanding and cooperation, in addition to the MoU, the conditions will be put in place to govern mutual rights and duties between public health institutions and NGOs
11	Implementation of the Gender Reassignment Rulebook and keeping internal records of persons interested in gender reassignment.	MoH Public healthcare institutions Health Insurance Fund (HIF)	continuously	MoH Public healthcare institutions HIF	In line with the Social Insurance Law and the Rulebook on the Criteria for Medical Reasons for Gender Reassignment, internal records will be kept of persons interested in gender reassignment whose applications were approved by the HIF.
12	Develop guides and brochures on the LGBT rights in cooperation with NGOs	MoH PHI Public healthcare institutions NGOs	Q4	MoH PHI Public healthcare institutions	The LGBT rights guide and brochure will be disseminated to all public healthcare institutions in cooperation with NGOs.
13	Include LGBT representatives in policy advice and decision-making relevant for the LGBT community	MoH PHI Public healthcare institutions	continuously	MoH PHI Public healthcare institutions	Joint activities will ensure that NGOs will at all times hold relevant information, proposals and suggestions, and through exchange of views and joint work contribute to the quality of life of the LGBT community.

#### 4. Cultural changes, safety and social acceptance of LGBT individuals

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
14	Reports on the implementation of MoUs signed with local authorities in reference to improving the position and safeguarding the rights of LGBT people at the local level.	MHMR	Q4	MHMR	Reports made based on the data gathered from local authorities
15	Sign MoUs with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT individuals	MHMR	continuously	MHMR	The MoUs signed
16	Hold a seminar/workshop on legal and policy frameworks for combating hate speech and hate crimes against LGBT people in the EU acquis and in the practice of developed EU Member States.	MHMR	Q2	MHMR with TAIEX assistance	The seminar/workshop on hate speech and hate crimes held
17	Cooperation with local authorities with which MoUs have been signed on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT individuals	MHMR	Q2, Q3, Q4	MHMR with TAIEX assistance	Workshops/seminars/meetings held
18	Hold panel discussions, in cooperation with LGBT NGOs and social and cultural centres, on topics relevant for improving the quality of life of LGBT and other minority communities.	MHMR	continuously	MHMR	Panel discussions hosting experts, civil society representatives, minority groups and government bodies and institutions held.

19	Training of social workers on Treatment of Minor Members of the LGBT Community – Rights and Safeguards	MLSW – the Institute for Social and Child Protection	Q3	MLSW – the Institute for Social and Child Protection	No of social workers trained
20	Panel discussion on Queer in New Social and Cultural Contexts in the Region	The Ministry of Culture (MoC)	November 2016	MoC	No of participants No of panellists No of media reports
21	A workshop on practices and experiences in implementing the laws on same-sex unions	MHMR	Q2	Council of Europe MHMR	The workshop on practices and experiences in implementing the laws on same-sex unions held

## 5. Law enforcement

(The 2016 Operational and Development Plan of the Trust Team between the LGBT and the Police makes an integral part of the 2016 Action Plan for implementing the LGBT Strategy)

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
22	Regular work of the Trust Team between the LGBT community and the Police Directorate  <i>Description: Establish and maintain permanent dialogue conducive to building trust and increasing transparency and accessibility of the police both through the work of the Trust Team, and by giving clear support to its operation. The support implies active and regular participation of the Police Directorate and the MoI representatives in the work of the Trust Team, regular monitoring of the safety of LGBT people in Montenegro; develop and enhance measures for improving safety of LGBT people in Montenegro; permanent dialogue on specific cases and the use of police authorities in</i>	Police Directorate and the Ministry of Interior (MoI)	March-December 2016	Police Directorate MoI	Permanent focused dialogues between the LGBT community and the police, participation of the LGBT community in developing and monitoring the safety measures, improving the police capacities for interactions with the LGBT community, improved reporting

	<p>reference to these cases; discussion, proposals, planning and supporting the activities conducive to building the capacities for interactions with the LGBT community and approach to LGBT people; provision of relevant information; monitoring the work and the development of the network of LGBT contact points in the police providing support to the network; regular Trust Team meetings, at least quarterly.</p>				
23	<p>LGBT community policing</p> <p><i>Description: this implies an active relationship and communication with police officers designated as LGBT contact points. The intention is to establish the practice of regular visits of the LGBT contact police officers with the LGBT NGOs (in local communities where such NGOs exist) to get informed about the current state-of-play in the LGBT community, monitoring the safety of LGBT activists and people and taking actions accordingly. The LGBT contact police officers would provide periodic reports of their work and safety challenges noted to the police management, and the same reports would be presented at the Trust Team meetings.</i></p>	Police Directorate	May-December 2016	Police Directorate	Visits carried out, direct contacts established with LGBT organisations activists and victims, mutual cooperation and trust reinforced
24	<p>The Trust Team visits to regions</p> <p><i>Description: with a view of promoting the LGBT policy and presenting the Trust Team, three visits to regions will be organised: Berane (including police units in Berane, Pljevlja and Bijelo Polje), Podgorica (including police units in Podgorica and Niksic) and Bar (for the police units in Bar, Budva and Herceg Novi). Visits to regions will</i></p>	Police Directorate Trust Team	April and May 2016	Police Directorate	Three visits to regions made with increased visibility of the LGBT community in the police organisation and increased professional attention of the police devoted to the LGBT issues

	<p><i>offer additional opportunities: to familiarise regional managers and LGBT contact police officers with the government LGBT policy, the operation and tasks of the Trust Team, for consultations with local LGBT community leaders, for clarifications in reference to LGBT-related issues, for increasing the visibility of LGBT inclusion in the police, and for building capacities of police units for approach to and interactions with the LGBT community. Visits to regions, in addition to Trust Team's field visits, are also seen as Open Days of the police for the LGBT community.</i></p>				
25	<p>Support to the implementation of the LGBT policy and improving the safety of the LGBT community</p> <p><i>Description: Preparation and sending of a detailed, informational and binding instructions circular of the Police Directorate for all police units in reference to the LGBT policy (the Strategy for Improving the Quality of Life of LGBT Persons in Montenegro) and its objectives in reference to law enforcement and safety of the LGBT community, the establishment and tasks of the Trust Team, the method of regular data collection regarding reports filed by LGBT people and organisations and regular reports provided by the Police Directorate on such reports, on integration of LGBT issues in regular monthly reports of authorised police officers.</i></p>	Police Directorate – Director's Office	March and April 2016	Police Directorate – Director's Office	Police managers and authorised police officers familiar with the government LGBT policy, the tasks of the Trust Team and better reporting of the police headquarters in reference to the LGBT issues
26	<p>Field visits to the network of LGBT contact police officers and the survey of the Trust Team of the state-of-play regarding the network</p>	Police Directorate Trust Team	March and April 2016	Police Directorate – Director's Office	Visits made to and surveys done in all police units establishing the state-of-play regarding the police LGBT contact network

	<p><i>Description: the Trust Team members from the LGBT community (the 4 of them) will make field visits to all police units and discuss with local police managers the overall relation of the local police towards the LGBT issues, the work of the local police unit in this respect discussed directly with the LGBT contact police officer, do the survey of actual capacities. Following each visit a report will be prepared on the state-of-play regarding the LGBT contact network with assessments and recommendations. The visits will help more attention be devoted within the police to the LGBT issues, and discussions with LGBT representatives will be an opportunity to build capacities of police managers and officers. This is an excellent opportunity to develop and foster the atmosphere of trust and partnership.</i></p>				
27	<p>Integration of the issue of LGBT safety into the police web portal.</p> <p><i>Description: the Police Directorate's website will primarily feature the information on the police LGBT contact network in order for LGBT people, resident and the ones visiting our country, to have a point of contact. This will also feature the information on all LGBT groups. The Police Directorate's website needs also to regularly post information on the operation of and to promote the Trust Team.</i></p>	Police Directorate with the assistance of the Trust Team	April – December 2016	Police Directorate	Support provided to the work of the Trust Team, greater accessibility of the police for LGBT people, assistance provided in connection with their safety, updated information available on major safety issues for LGBT people.
28	<p>Informational workshops on LGBT community safety</p> <p><i>Description: LGBT people are often victims of</i></p>	Police Directorate with the assistance of the Trust Team and the LGBT	April – June 2016	Police Directorate and the LGBT NGOs	Two informational workshops held, increased knowledge and understanding of the LGBT community of safety and criminal law protection, reinforced



	<p><i>violence, hate speech and discrimination, and thus it is important to continuously work on increasing information about their safety. Two information workshops will be held in cooperation with the LGBT groups. The target groups are their members, activists, volunteers and assistants. The aim is to be more aware of prevention and work on their personal safety being advised how to contact the police and the prosecution timely, register each incident, make proper reports. The trainers and facilitators will be police officers, and experts in criminal law and safety. Good educational and informational materials will be disseminated during the workshops. The Trust Team and the police efforts will also be presented.</i></p>	NGOs			contacts and trust between the police and the LGBT community
29	<p>Safeguarding the LGBT human rights and police practices</p> <p><i>Description: the Police Directorate will collect regularly the information on all reports of violence, hate speech and discrimination against LGBT people, in terms with the law, and monitor police actions in reference to these reports. This is in line with the CoE recommendations. The report will be jointly prepared by the Police Directorate and the Council for the Civic Oversight over the Police Actions. The Trust Team will, periodically and as need be, be informed of these matters.</i></p>	Police Directorate Council for Civic Oversight over the Police	April-December 2016	Police Directorate MHMR	Sound information on police practices collected, relevant report made and published
30	<p>Promotion of the police LGBT contact network</p> <p><i>Description: the Parliament of Montenegro will organise, for the first time, the promotion of the police LGBT contact network. The speakers at</i></p>	Council for Civic Oversight over the Police Police Directorate	May-September 2016	Council for Civic Oversight over the Police Police Directorate	The police LGBT contact network promoted, the contacts between the LGBT community and the police reinforced, greater visibility of the LGBT contact network, and social support provided to police officers acting as

	<i>the official ceremony will include MPs, representatives of the Council for Civic Oversight over the Police, the MHMR, the LGBT community and the Police Directorate.</i>				LGBT contact points
31	Development and dissemination of the amended manual for police actions in cases of homophobic violence  <i>Description: The NGO Juventas will develop and publish the amended edition of the manual to continue building capacities and sensitising the police for taking actions in cases of homo-bi-transphobic violence.</i>	NGO Juventas	April-December 2016	The Police Directorate will disseminate the manual to all police units	The manual disseminated
32	Sensitising the police for social acceptance of the LGBT community  <i>Description: Dissemination of educational materials for police officers referring to human rights, societal acceptance and safety of LGBT people.</i>	Police Directorate	April-December 2016	Police Directorate	Educational materials disseminated Police better informed of the LGBT inclusion and LGBT human rights
33	Annual conference on the cooperation between the police and the LGBT community.  <i>Description: Annual event jointly organised by the Police Directorate and the Council for Civic Oversight over the Police Actions with their partners where all the stakeholders will present their efforts undertaken over the previous year in reference to the safety of the LGBT community.</i>	Police Directorate Council for Civic Oversight over the Police MHMR	November – December 2016	Council for Civic Oversight over the Police Police Directorate	The national police conference held, partnerships promoted and reinforced, the public informed of the progress made in the process of societal acceptance of LGBT persons. The assistance provided to the Police Directorate, the Trust Team and MHMR to define the 2017 priorities and identify weaknesses in due time.

34	<p>Guide for LGBT safety</p> <p><i>Description: A specialised guide for prevention of violence and for actions to be taken during incidents and risky situations with practical guidance for LGBT persons will be developed.</i></p>	<p>Police Directorate Council for Civic Oversight over the Police MHMR</p>	<p>April-December 2016</p>	<p>MHMR</p>	<p>The Guide prepared, developed, published and disseminated The LGBT community awareness of prevention, police and criminal law protection improved</p>
35	<p>Training on LGBT issues for police officers</p> <p><i>Description: the Police Directorate will nominate trainees from among the regular and border police and support their active participation to training events devoted to LGBT issues focusing on the trans people and their rights. The training was initiated by an NGO.</i></p>	<p>Police Directorate NGO</p>	<p>April-December 2016</p>	<p>Police Directorate, by nominating the trainees</p>	<p>The police training event held Police officers have more knowledge and skills in interacting with the LGBT community</p>
36	<p>Monitor the right to peaceful assembly of the LGBT community</p> <p><i>Description: The Trust Team will regularly monitor the exercise of the right to assembly for the LGBT community. The Operational Headquarters for Peaceful Assemblies of the LGBT Community (Pride parades, etc.) will include a member of the Trust Team coming from the side of the police. It is intended to reinforce the linkages between the Trust Team and the Police Directorate and increase the level of information of the LGBT community on all policing efforts undertaken.</i></p>	<p>Police Directorate</p>	<p>November – December 2016</p>	<p>Police Directorate</p>	<p>Reinforced communication and interactions between the Trust Team and the police organisation, better involvement and information of the Trust Team in operational policing, stronger monitoring of the right to peaceful assembly</p>

## 6. The media

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
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37	<p>Media campaign on antidiscrimination and promotion of anti-discriminatory practices</p> <p><i>Following the development of the campaign visual identity, the media plan is to be developed to enabling reaching the goal of raising awareness among the general public, particularly as regards the most vulnerable groups, focusing on their human rights, creating an enabling and more tolerant environment, and respect for the differences.</i></p>	MHMR	Q3 & Q4	MHMR	The media campaign carried out in accordance with the media plan – TV spots and radio jingles aired at all stations in Montenegro; adverts published in all dailies distributed in Montenegro; fliers distributed with all dailies; a network of public posters placed at the busiest roads and other sites in Montenegro.
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## 7. Sport

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
38	<p>Involvement of LGBT persons in operation and organisation of national and international sport events.</p> <p><i>Description: Hosting national and international sport events comes with a higher degree of responsibility on the part of the organisers, the mere presence of LGBT people coincides with the direct involvement in the work of sport organisations.</i></p> <p><i>Designated bodies are set up for all such major events. Sport events are coordinated with the domestic and international competition calendars, costs are estimated, and funding may be provided in advance from sponsors or the AYS through the co-funding mechanism and from international sport organisations. In their interactions with the national associations, the AYS undertakes the obligation to invite them to nominate LGBT representatives to such bodies as a precondition for granting their</i></p>	Administration for Youth and Sport (AYS)	continuously	AYS	The nomination of LGBT people to these bodies is an unambiguous indicator of pursuing the idea of inclusion and the Strategy implementation.

	<i>approval.</i>				
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## 8. Economic Growth and LGBT Tourism

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
39	LGBT tourism bulletin <i>Description: Development, publication and promotion of advertising material on LGBT tourism in Montenegro (LGBT visitor trends/ turnover/ LGBT visitor rights, etc.)</i>	Ministry of Sustainable Development and Tourism (MSDT) National and Local Tourism Organisations (NTO/LTO) NGOs	Q4	MSDT NTO LTOs NGOs	Create a conducive environment in Montenegro as a tourism destination and increase knowledge of LGBT visitors
40	Education and awareness raising of the LGBT visitors	MSDT NTO/LTOs NGOs	Q4	MSDT NTO/LTOs NGOs	Develop values and better understanding of LGBT

## 9. International LGBT policy

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
41	Strengthen cooperation with the NGOs dealing with LGBT issues, both domestically and in the countries where Montenegro has its diplomatic and consular network.	Ministry of Foreign Affairs and European Integration (MFAEI)	continuously	MFAEI	Meetings organised within the MFAEI and diplomatic and consular offices with LGBT NGOs and the LGBT community

## 10. NGOs

No.	Actions in 2016	Responsible authority	Timeframe	Source of funding	Performance indicators
1	Hold ten panel discussions on LGBTIQ human rights with local self-governments in all regions of Montenegro	Juventas Queer Montenegro MHMR	March- July 2016	Juventas Queer Montenegro	No of panel discussions No of local government representatives and local NGO representatives attending the panel discussion No of implementation plans No of activities implemented
2	Survey on attitudes towards LGBTIQ persons and the level of homophobia and transphobia among the general population	Juventas Queer Montenegro MHMR	February-April 2016	Juventas Queer Montenegro	The quality of the data obtained from respondents No of respondents Target: min 800 respondents
3	Develop and launch a public campaign aimed at reducing homophobia and transphobia	Juventas Queer Montenegro MHMR	June – December 2016	Juventas Queer Montenegro	No of campaign messages No of persons covered Target: 10% of Montenegro's population
4	Monitor violations of the LGBTIQ rights and publish a report	Juventas Queer Montenegro MHMR Police Directorate Prosecution Judicial Council Misdemeanour courts	March- December 2016	Juventas Queer Montenegro	No of cases monitored No of reports made No of published and disseminated copies of the report
5	Two-day LGBTIQ training for at least 25 police officers and prison staff	Juventas Queer Montenegro MoJ MHMR MoI Police Directorate Police Academy	May-June 2016	Juventas Queer Montenegro	No of police officers trained Before and After evaluation

6	Screening of treatment of LGBTIQ persons in prisons	Juventas Queer Montenegro MoJ	July-September 2016	Juventas Queer Montenegro	No of monitoring visits No of monitoring reports Final comprehensive report
7	Publication of the amended manual for police officers, prosecutors and judges on interactions with LGBTIQ persons	Juventas Queer Montenegro MoI MoJ Police Directorate Police Academy Misdemeanour courts	July-September 2016	Juventas Queer Montenegro	No of amendments and manuals Target: 2 manuals Print run and no of disseminated copies Target: 2 x 200 copies
8	Two-day training events for pedagogues and psychologists in secondary schools	Juventas Queer Montenegro MoEd	September – October 2016	Juventas Queer Montenegro	Training quality and no of trainees Target: 25 trainees
9	Reprinting the manual for social workers	Juventas Queer Montenegro	November- December 2016	Juventas Queer Montenegro	No of amendments, no of manuals Target: one manual Print run and no of disseminated copies Target: 200 copies
10	Review of the legal framework in reference to the recognition of gender and civil union	Juventas Queer Montenegro Institute for Legal studies MHMR	February-July 2016	Juventas Queer Montenegro	Quality of data gathered Usability of the data gathered Two desk researches
11	Policy advice regarding the legal recognition of gender and civil union	Juventas Queer Montenegro Institute for Legal studies MHMR	July-December 2016	Juventas Queer Montenegro	Quality of the policy paper prepared No of policy papers Target: two policy papers No of draft laws Target: two draft laws
12	Panel discussions of the draft laws on civil union and on legal recognition of gender	Juventas Queer Montenegro Institute for Legal studies	November – December 2016	Juventas Queer Montenegro	No of panel discussions held No of participants No of media reports

		MHMR			
13	A round table on Queer art and culture	Queer Montenegro MoC	July-December 2016	Queer Montenegro	No of round table discussions No of participants No of media reports
14	Organising the third queer film festival “Merlinka”	Queer Montenegro MoC	July-December 2016	Queer Montenegro	No of showings No of visitors No of media reports
15	Providing adequate support and space for counselling services delivered to LGBT individuals (Drop-in Centre)	Juventas, supported by the MHMR, MoH, Assets Administration, City of Podgorica	April to December 2016	Juventas	No of visits to the Drop-in Centre No of beneficiaries A high degree of interaction and participation in the Drop-in centre activities Better information to the LGBT individuals of the existence of the Drop- in centre Greater interest by LGBT individuals to use the services of the Drop-in Centre Better information for families and friends of LGBT individuals about the Drop-in Centre services Greater interest by family and friends of LGBT individuals to use the services of the Drop-in Centre
16	Build capacities of CSOs dealing with LGBT human rights promotion and protection	Juventas, supported by the MHMR, MLSW, MoH, Assets Administration, City of Podgorica, municipalities which	March to December 2016	Juventas	No of CSOs involved No of projects implemented focusing on LBT human rights No of municipalities where such projects were implemented Project outcomes



		signed MoUs with the MHMR			
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## SUMMARY

**The 2016 Action Plan** for implementing the 2013-2018 Strategy for Improving the Quality of Life of LGBT People in Montenegro includes 41 different actions where primary responsibility rests with the state institutions and 16 actions of CSOs. The list of actions and the institutions/organisations in charge of their implementation is given below:

### **The Ministry for Human and Minority Rights**

- ✓ Draft the Law amending the Antidiscrimination Law
- ✓ Build capacities and promote anti-discriminatory practices through continuous training events according to the Plan for the Implementation of the Antidiscrimination Framework for: civil servants, members of the judiciary, local civil servants, police officers, inspectors and other officials in charge of protection against discrimination
- ✓ Develop and publish printed materials (fliers) raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights
- ✓ Information brief on the activities and practices of the law enforcement and the judiciary (police, courts, prosecution) regarding reported and prosecuted cases of discrimination, violence and other forms of attacks against the LGBT individuals.
- ✓ Reports on the implementation of MoUs signed with local authorities in reference to improving the position and safeguarding the rights of LGBT people at the local level.
- ✓ Sign MoUs with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT individuals
- ✓ Hold a seminar/workshop on legal and policy frameworks for combating hate speech and hate crimes against LGBT people in the EU acquis and in the practice of developed EU Member States.
- ✓ Cooperation with local authorities with which MoUs have been signed on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT individuals
- ✓ Hold panel discussions, in cooperation with LGBT NGOs and social and cultural centres, on topics relevant for improving the quality of life of LGBT and other minority communities.
- ✓ A workshop on practices and experiences in implementing the laws on same-sex unions

- ✓ Media campaign on antidiscrimination and promotion of anti-discriminatory practices

#### **The Ministry of Education:**

- ✓ Consultations for professional services in secondary schools on approaches in working with LGBT adolescents
- ✓ Information sessions for professional services in primary schools on LGBT principles
- ✓ Support for teachers teaching the subjects which include LGBT matters, using supplementary resource materials
- ✓ Build competencies for non-violence and non-discrimination among the young

#### **The Ministry of Health:**

- ✓ Build capacities of healthcare workers for improving the services provided to the LGBT community
- ✓ Institutionalise relations between health authorities and the LGBT community by signing an MoU and developing joint initiatives
- ✓ Implementation of the Gender Reassignment Rulebook and keeping internal records of persons interested in gender reassignment.
- ✓ Develop guides and brochures on the LGBT rights in cooperation with NGOs
- ✓ Include LGBT representatives in policy advice and decision-making relevant for the LGBT community

#### **The Ministry of Labour and Social Welfare:**

- ✓ Training of social workers on Treatment of Minor Members of the LGBT Community – Rights and Safeguards

#### **The Ministry of Culture**

- ✓ Panel discussion on Queer in New Social and Cultural Contexts in the Region

#### **The Police Directorate and the Ministry of Interior**

- ✓ Regular work of the Trust Team between the LGBT community and the Police Directorate
- ✓ LGBT community policing
- ✓ The Trust Team visits to regions
- ✓ Support to the implementation of the LGBT policy and improving the safety of the LGBT community
- ✓ Field visits to the network of LGBT contact police officers and the survey of the Trust Team of the state-of-play regarding the network
- ✓ Integration of the issue of LGBT safety into the police web portal.

- ✓ Informational workshops on LGBT community safety
- ✓ Safeguarding the LGBT human rights and police practices
- ✓ Promotion of the police LGBT contact network
- ✓ Development and dissemination of the amended manual for police actions in cases of homophobic violence
- ✓ Sensitising the police for social acceptance of the LGBT community
- ✓ Annual conference on the cooperation between the police and the LGBT community.
- ✓ Guide for LGBT safety
- ✓ Training on LGBT issues for police officers
- ✓ Monitor the right to peaceful assembly of the LGBT community

### **The Administration for Youth and Sport**

- ✓ Involvement of LGBT persons in operation and organisation of national and international sport events.
- ✓ LGBT tourism bulletin
- ✓ Education and awareness raising of the LGBT visitors

### **The Ministry of Foreign Affairs and the European Integration**

- ✓ Strengthen cooperation with the NGOs dealing with LGBT issues, both domestically and in the countries where Montenegro has its diplomatic and consular network.

### **NGOs Queer Montenegro and Juventas**

- ✓ Hold ten panel discussions on LGBTIQ human rights with local self-governments in all regions of Montenegro
- ✓ Survey on attitudes towards LGBTIQ persons and the level of homophobia and transphobia among the general population
- ✓ Develop and launch a public campaign aimed at reducing homophobia and transphobia
- ✓ Monitoring of violations of the LGBTIQ persons and publishing a report
- ✓ Two-day LGBTIQ training for at least 25 police officers and prison staff
- ✓ Screening of treatment of LGBTIQ persons in prisons
- ✓ Publication of the amended manual for police officers, prosecutors and judges on interactions with LGBTIQ persons
- ✓ Two-day training events for pedagogues and psychologists in secondary schools

- ✓ Reprinting the manual for social workers
- ✓ Review of the legal framework in reference to the recognition of gender and civil union
- ✓ Policy advice regarding the legal recognition of gender and civil union
- ✓ Panel discussions of the draft laws on civil union and on legal recognition of gender
- ✓ A round table on Queer art and culture
- ✓ Organising the third queer film festival “Merlinka”
- ✓ Providing adequate support and space for counselling services delivered to LGBT individuals (Drop-in Centre)
- ✓ Build capacities of CSOs dealing with LGBT human rights promotion and protection

## **DRAFT CONCLUSIONS**

1. The Government of Montenegro, at its session held on \_\_\_\_\_ 2016, considered and adopted the **2016 Action Plan for implementing the 2013-2018 Strategy for Improving the Quality of Life of LGBT Individuals.**