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COUNTRY VISIT: DENMARK
Visit of the OSCE Personal Representatives
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Danish Institute for International Studies

The Danish Institute for International Studies houses the small staff responsible for Holocaust education and awareness in Denmark. Although the annual “Auschwitz Day” programs started as a national initiative, they now focus primarily on education and are largely undertaken on the municipal level. While the rescue of Danish Jewry during the Holocaust is a rare and remarkable story, those Jews who were unable to flee found themselves deported by the Nazis to the concentration camp in Terezin. This tragic chapter serves as the basis for a new film produced by the Institute. Their programs reach some 6,500 students and 200 teachers annually, with another 300,000 visits to their website.

In 2006, the Institute conducted a study on anti-Semitism in Denmark. While it was determined to be a relatively “marginalized” phenomenon, the study did find present some degree of “unconscious” anti-Semitism. The report also determined that anti-Semitism was an unaddressed problem among immigrants from Arab and Muslim backgrounds. Researchers based this assessment on interviews conducted with teachers and school administrators, which included two predominantly-Muslim schools. Today, they note, there are fifteen such schools, and a new survey is badly needed.

Additional activities in the planning stage at the Institute include one project that focuses on the challenges of teaching about different forms of intolerance in Danish schools. In visits with teachers and students at schools around the country, they sought information on prejudice and the treatment of various minorities. Based on their experience they will prepare material for educators that will provide historical background, discussion material and recommendations designed to engage students on questions of inclusion and exclusion, majority and minority languages, hate speech and discrimination. To illustrate these points, the material will offer examples from four target groups—Jews, Muslims, Roma and LGBT communities.

The total budget for the Auschwitz Day staff at the DIIS is 2.4 million Kroner (about €400,000) which is subject to further budget cuts.

Jewish Community

The Danish Jewish community counts some 2,000-2,500 official members with an additional two or three times that number, all residing primarily in Copenhagen and vicinity. They maintain a community building, the central synagogue, an old age home and a Jewish day school. There are also independent Chabad and Reform Jewish congregations, for which the community umbrella looks after security. In all there are some thirty-five Jewish organizations and associations active in the country.

In 2011, the Community's security unit set up a monitoring and reporting agency (AKVAH) which works closely with the Nordic Jewish Security Council (NJSC) and issues an annual report on anti-Semitic incidents. These have numbered on average about 40 incidents annually and include physical and verbal attacks as well as Internet postings. AKVAH believes that the actual number of incidents may be higher, since they only record incidents that people report to them. They also note that the vast majority of Danish Jews eschew wearing anything in public that would identify them as Jews, which would also reduce the number of actual incidents that might otherwise occur.

During the summer of 2014 the Jewish School was vandalized. Windows were broken and graffiti was written on the walls saying, "No peace for Gaza. No peace for you Zionist pigs." Parents were nervous about taking their children to the school, and some forty parents now serve as security volunteers.

Concerns about physical security are thus at a heightened level. Community leaders have asked authorities to provide a police presence in front of the Jewish school when parents are dropping off and picking up their children and in front of the synagogue on Saturday mornings when some 200-300 worshippers are present. But so far these specific requests have been rebuffed. Since 2000, the government has provided an average of 2 million DDK (about €270,000) annually to the Jewish community to help with its security needs, with special grants in 2009 and 2013 to implement Danish Security Services' recommendations.

Several other issues were highlighted in our conversations:

On July 25, 2014, several Jewish organizations organized a pro-Israel rally in front of the Parliament in Copenhagen. Shortly after it began, police informed them that they could not guarantee their safety from counter-demonstrators. Thus, they stopped the rally and bused the demonstrators away. Meanwhile anti-Israel demonstrations continued to be organized with no interference by authorities. Jewish community leaders believe this action represented an abridgment of the elemental right to freedom of speech and assembly. [Note: Copenhagen Police report that protecting the demonstrators was never in doubt, but they were persuaded to end early so as to avoid the need for "massive use of force."]

Community leaders also noted that an Imam from Arhus while visiting Berlin was interviewed on German television, and in that interview called publicly for killing Jews. While police say they are investigating, the Jewish community is pessimistic about charges being filed since the inciting hate speech took place in another country. However, they believe it illustrates the danger that anti-Semitic feelings among Muslims are being stoked by some Muslim religious leaders. [Note: Danish police have referred the case to German authorities.]

As noted, most Jews in Copenhagen avoid wearing identifiable religious garb in public. In order to test the claims that doing so, at least in certain neighborhoods, would subject the wearer to some form of harassment, one radio journalist donned a *kippah* and went walking through town. Barely an hour passed before he was physically attacked. He fended off his attackers by shouting that he was a journalist and not a Jew. In response, in mid-August,

some 1,000 people put on *kippot* and other Jewish symbols and marched en masse as an expression of solidarity with the Jewish community.

It was also reported that one left-wing political party called on the government to investigate Danish citizens who may fight in the Israeli Defense Forces in the same way that they are now examining those who have joined the Jihadists fighting for ISIS in Iraq and Syria.

An on-line petition directed at various Danish media sources has also gathered thousands of signatures. The petition maintains that Jewish journalists or journalists married to Jews cannot be objective in their reporting and should therefore be barred from covering events in Israel and the Middle East.

In Denmark, as in a number of other Western and Northern European countries, there have been growing efforts to restrict or ban certain key religious practices. With very little warning Danish authorities instituted a ban on ritual slaughter earlier in the summer. Since the Jewish community today imports kosher meat from Ireland, authorities insisted that this represented no special burden on them. They were told that should they wish to resume the practice of *shechitah* (Jewish ritual slaughter) in the future, they can appeal to the government for a change in the law. By most accounts this ban was instituted to curtail the Muslim practice of slaughtering lambs in temporary abattoirs, which may lack the proper sanitary conditions. However, we were told, existing legislation which requires official permits for these slaughterhouses is sufficient to address these problems, and a total ban is unnecessary.

More troubling are new efforts to secure a ban on the practice of *brit millah* (ritual circumcision), which is being spearheaded by an activist group known as Intact Denmark. The group has launched a public campaign, claiming that infant circumcision poses serious medical complications and psychological trauma. It brought together sympathetic MPs to host a Parliamentary hearing on the subject, with witnesses heavily weighted in favor of a ban. This is a practice that is carried out by nearly all Jews and Muslims, although the number of Jewish circumcisions is far fewer than those in the Muslim community—about 15 versus 2,000 annually. A total ban on circumcision would lead Danish Jews to question their place and future in Denmark. In the meantime, the accompanying discussions on social media, according to Jewish leaders, can frequently turn anti-Semitic.

Muslims in Denmark

It is estimated that Muslims constitute approximately 4 percent (224,000) of the total population of 5.6 million. They are ethnically diverse and concentrated in the largest cities, particularly Copenhagen, Odense, and Aarhus.

Representatives of Muslim NGOs in Denmark indicated that they face a broad set of problems including recognition, equal treatment in education, workforce, employment by the state or private industry, planning permits for building mosques, minarets, religious

schools, equal access to health, justice system, provision of halal food and prayer rooms in state buildings and public schools, cemeteries, circumcision rights and rituals, discrimination on the basis of religion, and intelligence probes on Muslims and their institutions.

Muslim NGO representatives underlined the fact that Islam is not officially recognized as a religion by the Danish State. They feel that recognized religions have privileges and advantages when it comes to making claims. Therefore, they would like to see official recognition of Islam as a religion in Denmark, which they think would also contribute to their feeling of security, legitimacy and self-confidence as Danish citizens.

Muslims state that they face discrimination on the job market based on their ethnic and religious background. They cite that approximately 30 to 40 percent of Muslim youth between the ages of 20 and 24 are without any education or job.

They assert that the ban on ritual slaughter (introduced in 2014) and the possible restriction on circumcision of male children must be considered a violation of freedom of religion in Denmark. [Note: The Government states that, "In Denmark slaughter according to religious rites is allowed with prior stunning." However, most Muslim and all Jewish ritual practice require the animal to be conscious at the time of slaughter, so by mandating prior stunning the religious rites are impossible to perform.]

They point to the lack of prayer facilities in state buildings or public schools as an undue burden since adult Muslims are required to pray five times a day, including during working hours.

They did note that Muslim cemeteries are allowed, provided their institutions are approved as representing a religious community.

Muslims argue that they are treated badly by the police when it comes to identity and driver's license checks and also during stop and search episodes on the streets. They feel that because of their ethnic and religious outlook police often deal with them in an aggressive manner. One example of this discriminatory treatment is that of Ekrem Sahin, a Turkish Muslim who is said to have died while under arrest and in the custody of prison officers.

Muslims complain about the stigmatization and demonization of Islam and their community and the rise of Islamophobia in politics and social life. They feel that the representation and portrayal of Muslims in the media, educational material, popular culture, cinema and literature are very negative, which has consequences on the streets as Muslims become targets of violent attacks. As a result of negative media and political discourse Muslims are increasingly seen as a security threat. This is further exacerbated by reports that some Danish-born Muslims have joined radical organizations. Such developments lead to the "securitization" of Muslim in Denmark, and sometimes Muslim-looking men are seen as terrorist. One anecdote that illustrates this is the story of a Muslim-looking man on his way to his university exam carrying a computer whose cables were hanging out of its bag. Spotted by a Danish woman on the train, she called the police who appeared instantly on the scene.

Muslim NGO representatives argue that it is not only Muslim individuals but also their institutions that are targeted. They cited two cases involving mosques that were searched by police, leading them to conclude that religious profiling is taking place in Denmark. They also report that social media has become an uncontrolled vehicle for hate speech and anti-Muslim rhetoric.

Political groups and parties such as the Danish Defense League and the Danish People's Party with right-wing and racist ideologies frequently use Muslims as scapegoats, making them targets for hate crimes. On that front, Muslims complain that hate crimes based on religion are not monitored and recorded properly. They also state that attacks on veiled Muslim women motivated by religious hatred are either not recorded as such or simply as ordinary incidents.

MINISTRY OF JUSTICE

The Ministry of Justice is responsible for the overall judicial system, including the police and the prosecution service, courts, prisons and probation service. The Ministry's principal functions include legislation, data protection, and immigration. Combating hate crimes is one of the key issues on the agenda of the Ministry. Authorities maintain that the protection of minority rights is one of the government's priorities. At the same time, Denmark has a centuries-old tradition of freedom of expression. It is a challenge to keep the proper balance between these two basic concerns.

Jewish Community Security

Authorities maintain that all anti-Semitic incidents are taken seriously as is the protection of Jewish community institutions. In the aftermath of the recent conflict in Gaza there has been a rise in anti-Jewish sentiment and incidents. However, Denmark has its own approach to security which reflects a tradition of openness and accessibility. This "relaxed approach", as one official described it, can be seen in the minimal security present outside the Parliament and the Justice Ministry, by way of example. Therefore, they have been averse to stationing armed police in front of the Jewish school or synagogue. However, that does not mean that security is lacking, and police cars routinely circle around these buildings. The Security and Intelligence Service works closely with the Jewish community and provides them with advice and intelligence.

Although little has been publicly announced, the Copenhagen police have taken the vandalism attack on the Jewish school quite seriously. While they do not issue public statements about specific cases, authorities offered assurances that an active investigation is in progress.

Confronting Radical Threats

The government is fully aware of the heightened security risk posed by returning Danish citizens who have joined the Jihadist fighters in Syria and Iraq, who are estimated to number about 100. Although one may not see a visible police presence at airports, train stations, or

government buildings that does not mean that serious steps have not been implemented. Police maintain close communication with the Security and Intelligence Service, and a special database has been established with information on returning fighters from Syria and Iraq, although not other extremists.

Authorities readily admit to the problems posed by increased radicalism in Danish society, which this special database in part addresses. An action plan published by the Ministry of Integration at the time of our visit is designed to combat intolerance, extremism and related issues that are high on their current agenda. The action plan should demonstrate that the government has a clear strategy and vision on how to monitor and combat radicalism.

These efforts build on established working relationships with both Muslim and Jewish communities. The Justice Ministry enjoys good relations with many of the country's Imams, enabling them to focus on combating radicalization. There is also a positive record of exchanging information and reporting of hate crimes, which enables the police to be more effective when addressing intolerance against Muslims.

Monitoring and Reporting Hate Crimes and Hate Speech

A special group in the prosecutor's office has overall responsibility for monitoring hate speech, which can be limited or banned based on legislation adopted in 1939. All cases that have been received by the police are examined and a determination is made if charges should be filed. The Ministry also examines hate speech that may come from politicians in the public media. In such situations it has sought the lifting of parliamentary immunity so that charges could be filed, and it is then up to the judge to decide if the law was violated. All verdicts in the area of hate speech are a matter of public record, and they can be accessed on-line.

While civil society representatives maintain that hate crimes are underreported, government authorities take a different view. They acknowledge that there might be some underreporting but maintain that it is within an acceptable range and no different than with other crimes. Also cited was one survey conducted by an independent research professor which showed that the difference between reported and actual hate crimes was minimal.

It was pointed out that victims themselves are often in a state of shock immediately after an assault or a threat and may thus be unable to offer a clear and reasoned account of what took place. Therefore, police are trained in the academy to deal with these special situations and provided with a list of indicators to look for and questions to ask the victims when confronting a possible hate crime. Today, police officers should be more aware and prepared for recognizing hate crimes. Details are recorded in the crime profiles, and hate crimes are reflected in the reports of both police and prosecutors. This permits the imposition of additional penalties when guilty verdicts are handed down.

Reports prepared by the Ministry describe hate crimes based on race, skin color, nationality, ethnic group, religion and sexual orientation. However, there is no additional disaggregation that would identify crimes committed against Muslims or against Jews. This is not an oversight but rather based on the principle that every religious group has the right to equal protection. There is no tradition of identifying specific religious groups or denominations.

Training

The Ministry takes a comprehensive approach to improving the knowledge of police, judges and prosecutors about hate crimes. It has enumerated a list of special indicators and issued guidelines that explain how hate crimes and hate speech are to be considered as aggravating circumstances. Sometimes the prosecutor's office will work directly with police, guiding them on dealing with hate crimes during interrogations. They also carefully follow the decisions of judges to see if the court decisions make specific reference to hate crime indicators as originally recognized and stated during the police investigation and the prosecution process.

Police officials, together with the Security and Intelligence Service and the Institute on Human Rights, travel to different police districts to introduce their guidelines, list of hate crime indicators, examples of hate crimes and generally train regional police officers in dealing with hate crimes. Last year 250 police officers received this training. Hate crime education has been part of the curriculum of cadets in the police academy since 2012. A handbook on hate crimes developed by the Institute on Human Rights is widely used during the educational process. Cadets in the police academy consider real cases of hate crime and learn how to deal with them on the streets.

MINISTRY OF CHILDREN, GENDER EQUALITY, INTEGRATION AND SOCIAL AFFAIRS

The Ministry allocated approximately 2.6 million EUR in 2012-2015 for initiatives to promote civic citizenship and to combat ethnic discrimination (inter alia, support for municipalities, NGOs and integration councils). According to the Ministry, there is a distinction between existing residents and newcomers. Thus, newcomers should pass the three-year, full-time training program as a key element for integration: language, individual place in the society and individual place in the labor market. The Ministry is also focused on coordinating the government's efforts in employment assistance for immigrants,, integration at schools and prevention of radicalization and extremism. The Ministry has good relations with municipal authorities with regard to the integration policy, as newcomers usually fall under the power of municipal authority upon arrival.

Training

Ministry officials also noted that the government has a broad range of instruments for stopping radicalism, including a special unit within the Ministry focused on the prevention of violence and intolerance in society. For such purposes, the Ministry closely co-operates with schools, universities, and civil society to follow current trends in society and gain further insight. By monitoring student attendance and behavior, among other matters, they hope to be able to recognize the threats of radicalism to society at an early stage. Police also gain insight through established dialogues with Muslim religious leaders.

LABOR MARKET

There is a particular focus on ensuring that government jobs and positions in the public administration sector are attractive to persons with diverse backgrounds. Since 2005, there has been a target for having a minimum of four percent of the public administration workforce be of an ethnic background other than Danish.

The Agency for the Modernization of Public Administration (Moderniserings-styrelsen) has been monitoring recruitment of persons with ethnic backgrounds other than Danish for government positions. From 2005 to 2012, the percentage of employed immigrants and their descendants from non-Western countries increased from 2 to 3.2 percent of the total number of employees within the state administration. The percentage of newly employed immigrants and their descendants from non-Western countries in 2012 was approximately 6 percent.

The Danish police force has also works actively to recruit persons with ethnic backgrounds other than Danish. The latest initiatives include issuing a leaflet (“Police job – a future for your children?”) in eight different languages in order to increase recruitment from minority groups. The leaflet targeted parents in an attempt to remove some of the cultural barriers to becoming a police officer.

Unfortunately, many applicants from ethnic backgrounds other than Danish fail the police recruitment test and drop out of police colleges.

<i>Number of applicants</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012*</i>
Total	2479	1.633	1.038	952
Estimated non-Western background	164	89	74	59
Non-Western background %	6.6	5.5	7.1	6.2

2012* to 30.10.2012

<i>Newly employed</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>
Total	400	556	95	192
Estimated non-Western background	20	19	2	5
Non-Western background %	5	3.4	2.1	2.6

<i>Drop out of the National Police College</i>				
Employed year	2009	2010	2011	2012
Dropped-out total	10	9	3	2

The National Commissioner’s Office has recently participated in a research study conducted by the Danish Institute of Human Rights which focused, inter alia, on possible reasons why applicants from ethnic backgrounds other than Danish fail police recruitment tests at higher rates than ethnic Danes. The National Commissioner’s Office will take the findings into account in the adjustment of the police recruitment test.

The Government has been offering preparatory school courses to persons of other ethnic backgrounds who want to train as prison officers. Since the nineteenth periodic report this scheme has been discontinued as it was no longer needed in order to attract sufficiently qualified applicants with other ethnic backgrounds.

Albeit not aimed specifically at racial discrimination, the Ministry of Defence issued a Diversity Policy in April 2011. The policy aims at increasing diversity with regard to gender and ethnic minorities within the the Ministry of Defence. The policy sets out fourteen

initiatives aimed at increasing diversity, including increased awareness of diversity on management levels, the drawing up of action plans at the institutional level, strengthened cooperation with district councils on recruitment of ethnic minorities, and the use of especially appointed ambassadors from within the system to increase recruitment of ethnic minorities and women. The policy will be evaluated at the end of 2014.

The Court Administration (Domstolsstyrelsen) is aware of the Agency for the Modernization of Public Administration's instructions and guidelines regarding initiatives intended to improve the recruitment of ethnic minorities into the state administration in its own recruitment efforts and its instructions to the courts. Furthermore, the Court Administration works to ensure that the heads of administration of the Danish courts follow the guidelines for recruiting persons of diverse ethnic origins.

Hate Crimes

Hate crimes are primarily the field of responsibility of the Ministry of Justice and the Police: for example, the Jewish community has registered 29 anti-Semitic incidents in Denmark since the start of the 2014 Gaza conflict. The major function of the Ministry of Integration in regard to hate crimes is prevention work, in particular raising awareness and creating understanding between different minority groups.

In August 2010, the Copenhagen police together with the Danish Institute for Human Rights, the Municipality of Copenhagen and the Municipality of Frederiksberg launched a campaign called "Stop Hadforbrydelser" (stop hate crimes) in Copenhagen and Frederiksberg. The purpose of the campaign was to raise awareness about hate crimes and get victims and witnesses to report these types of crimes to the police.

The campaign included posters and stickers displayed in public places such as on busses and on the sides of roads from August 16-29, 2010. The campaign also included artwork with a hate crime theme being displayed in Copenhagen and a campaign on Facebook. Shops in the centre of Copenhagen and in the area of Nørrebro were also invited to contribute to the campaign by displaying stickers on windows, front doors, etc.

The campaign also featured a website (www.stophadforbrydelser.dk) with information about how to report a hate crime to the police. The website had information about the different types of hate crimes, perpetrators and the victims of hate crimes. The website contained information in different languages about the victim's right to have an attorney appointed in case of a trial against the offender. The content of the website has recently been moved to social media (Facebook).

In October 2012, The Ministry of Justice upheld the continuation of the campaign. The new campaign consists of an outdoor campaign targeted at raising awareness and encouraging people to report hate crimes. The campaign also involves an "information and campaign bus" which will make it possible to reach young people and engage in dialogue with both victims and perpetrators.

RECOMMENDATIONS

Review and change the de facto policy of no national involvement in Holocaust commemoration events.

Government leaders should speak clearly in support of the principle of religious freedom in the face of efforts that would seek to ban ritual circumcision.

Review and reconsider the current policy that does not specify the religion or other more defining characteristics of victims of hate speech and hate crimes when recording data.

Provide armed policemen in front of the synagogue and Jewish school at busy times. Such a presence will reassure parents and worshipers and offer additional deterrence.

Consider the offer of ODIHR to provide supplemental training to police and prosecutors on addressing hate crimes.

Provide the necessary financial support to the Danish Institute for International Studies so it can update its 2006 study on anti-Semitism in Denmark.

Strengthen existing efforts to recruit minorities to serve in the police force.

Review and liberalize the procedures by which the Board of Equal Treatment receives and considers complaints of discrimination. This should include the ability to accept oral testimony. Additionally the secretariat of the Board should not unduly dismiss complaints that should be considered by the Board itself.

The findings and conclusions of the broad review of ethnic discrimination in housing and employment should be widely publicized.

Meetings

Representatives of civil society, community and non-governmental organizations

- Solvej Berlau, Head of Section Holocaust and Genocide of the Danish Institute for International Studies, Holocaust and Genocide
- Stine Thuge, Head of Section Education and Information of the Danish Institute for International Studies, Holocaust and Genocide
- Cecilie Felicia Stokholm Banke, Head of Research Unit - Senior Researcher of the Danish Institute for International Studies, Holocaust and Genocide
- Dan Rosenberg Asmussen, President of the Jewish community in Denmark
- Rabbi Jair Melchior, Jewish community in Denmark
- Alan Melchior, Head of the Administration of the Jewish community in Denmark
- Bashy Quraishy, Secretary General of the European Muslim Initiative for Social Cohesion
- Jette Møller, Chairperson of SOS Against Racism Denmark
- Muharrem Aydes, Economist - Director - TV Mosaik
- Helene Larsen, Teacher/Hate Crimes Face Book Page Admin
- Zahra Bellaoui, Silent Voices
- Aamir Sohail, President-Green Cards Association
- Fatih Alev, Imam – Muslim Centre
- Niels-Erik Hansen, Director - Danish Refugee Council

- Uzma Ahmed Andersen, Chair – Nørrebro Local Council
- Gregory Christensen, Youth for Human Rights
- Eckhard Ahmed Krausen, Photographer/Activist
- Mustafa Hussain, Lecturer / researcher, Islamophobia in media
- Raza Mustafa, Radio Host
- Nasar Malik, Journalist/broadcaster
- Abbas Razvi, Member – Regional Council - Copenhagen
- Bashir Nazmi, Minhaj-ul-Quran
- Pervaiz Akhtar, Interpreter-Asylumseekers/refugees
- Navid Baig, Imam and consultant
- Hamid El Mousti, Chair-Danish Moroccan Society
- Nawaz Sandhu, TV Link
- Imran Hussain, Chair – Network/Activist
- Imran Shah, Muslim Association
- Abdul Wahid Petersen, Imam-Chair – International Muslim Aid
- Stine Høxbroe, Consultant/researcher Islamophobia
- Khaterah Parwani, Legal advisor - Danish Refugee Council
- Poya Pakzad, Consultant - MS
- Iqbal Khan, Minorities Health Consultant
- Monsour Heydarzadeh, Researcher minority relations

Government of Denmark

Ministry of Foreign Affairs

- Mette Nørgaard Dissing-Spandet, Head of Department for Human Rights
- Pernille Ørum Walther, Head of Section, Legal Department - Human Rights Office
- Vanessa Vega Saenz, Head of Section, Legal Department - Human Rights Office
- Martin Bang, Senior Advisor, Legal Department - Human Rights Office

Ministry of Justice

- Carsten Kristian Vollmer, Deputy Permanent Secretary
- Andreas Emil Christensen, Deputy Head of Division
- Ingeborg Gade, Assistant Deputy Director, Director of Public Prosecutions
- Rikke Bækgaard Thomassen, Senior Legal Advisor, Danish Security and Intelligence Service
- Michael Ask, Chief Superintendent, Danish National Police

Ministry of Children, Gender Equality, Integration and Social Affairs

- Henrik Thomassen, Head of Department of Integration and Democracy
- Astrid Vind, Head of Section
- Morten C. R. Spies, Head of Section, the Anti-Discrimination Unit, the National Social Appeals Board

Ministry of Education

- Anders Andersen, Head of Department
- Christian Lamhauge Rasmussen, Special adviser
- Sofia Esmann Busch, Educational advisor
- Jakob Ragnvald Egstrand, Educational advisor
- Lars Erik Storgaard, Educational advisor
- Lise Bagge Rasmussen, Head of Section
- Lene Barba, Head of Section
- Irene Holse, Head of Section
- Ramanan Balasubramaniam, Special adviser
- Hanne Larsen, Special adviser

Danish Parliamentary Ombudsman

- Morten Engberg, Head of Division
- Christian Ougaard, Senior adviser

Accompanied by

- Daniel Bekčić, Political Adviser, Permanent Mission of Switzerland to the OSCE, Chair-in-Office
- Azra Junuzović, Deputy Head of Tolerance and Non-Discrimination Department, OSCE/ODIHR
- Dmitry Ivanov, Programme Officer, Tolerance and Non-Discrimination Department, OSCE/ODIHR