



PERSVEILIG

Security plan for Dutch media

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Preface

Violence and aggression against journalists are increasing. Threats are becoming more common. It is a threatening climate, wrote the national ombudsman and investigator Marjolein Odekerken in their 2017 eponymous report. The threats are diverse. Many journalists are attacked, threatened and stalked online. Sometimes there are thousands of responses to a single message from a journalist. There is online racism against black journalists and sexism against female journalists. Organized crime threatens journalists so severe that they should stay temporarily in *safe houses* and be protected for a long time. Buildings of publishing houses are being shot at and / or are subject to other types of attacks. Journalists are threatened and attacked in certain areas of the big cities. Filming in some places is no longer possible without professional security on the part of the camera people. And whether it's for example soccer hooligans, Turkish Dutchmen who support Erdogan, groups of Moroccan Dutchmen who attack journalists, groups of indigenous wretches, Dutch people in deprived neighborhoods who don't want journalists to be there, extreme

left-wing climate activists, Pegida , Antifa and pro-Palestine protesters: many journalists feel unsafe if they have to do their work in the vicinity of these groups. There are companies that initiate lengthy legal proceedings against investigative journalists in order to try to silence them. Stickers with 'NOS = Fake News' appear in some major cities. There are journalists who no longer say on birthdays or when they go out that they work in the media for fear of negative reactions and intense discussions. And that is then only in the Netherlands. Abroad, the threats have been great for many years and are also increasing in Western countries.

In this document the word employer equals the client for freelancers. No distinction is made between permanent employees and freelancers with assignments. The word employee in this piece is the same as the word freelancer . Where freelancers have no client, PersVeilig will provide support as much as possible .

Chapter 1: Practical manual on threats

The types of threats are very diverse. Online is a relatively new form that is increasing all the time, and it has even happened that organizations (eg action groups) send armies to journalists. Research by the International Federation of Journalists shows that two-thirds of female journalists have to deal with online attacks. The study "An unsafe climate" (May 2019) by Marjolein Odekerken shows that half of Dutch female journalists have (had) to deal with threats, intimidation or violence in the context of their work. But also on the street, in certain neighborhoods and during all kinds of demonstrations, intimidation and violence towards journalists has become the rule rather than the exception.

Online

Action points for employers

- Ensure that (new) employees are trained in resilience and in the (safe) use of social media.
- Understand the seriousness of the situation for the employee involved. Ask yourself whether (other) managers recognize the urgency of the problem. Ask yourself whether managers should be trained for this. An employee who is hit by online attacks needs recognition. Offer that.
- Ask what the employee needs. Every employee, who has been confronted with a massive online threat, has a sense of loneliness and abandonment.
- Ensure that employees receive all support including psychosocial assistance. Take online threat seriously. The consequences for employees can be huge. Online threat is not a *part of the job* .
- Many journalists, who have been confronted with online threats, wonder if they themselves are to blame for the insults and threats. Assure the employee that he / she has done nothing wrong.
- Freelancers feel extra vulnerable and may be afraid to report the threat. Ensure a safe working environment in which this reporting is possible.
- If necessary, a publicity statement of support from the employee may be considered. Especially when it comes to a massive attack.
- Take an irrevocable position against racism. Media diversity is not just bringing people in, but also keeping them and giving them back when they are attacked for their appearance.
- Offer the affected employee to collect or have collected all the material.
- Agree with the social media department that (female) employees will not be tagged in messages from the company if they prefer not to.
- Monitor social media responses and immediately remove threatening and intimidating responses from the tech company .
- Apply a zero tolerance policy when it comes to online threats and intimidation of your own employees.

- Affected journalists often feel lonely. Involve the direct colleagues. Sometimes colleagues offer to monitor social media accounts or to collect the incriminating material. That can greatly help the affected journalist.

Action points employees

- Protect your social media accounts well. See the appendix 'Screening social media'.
- Save all messages. Take screenshots. If certain expressions are not punishable, an accumulation of messages from certain persons can lead to prosecution based on stalking / attack.
- Block people who send hate messages.
- Report threats online to your employer and PersVeilig .
- Collecting all the material can be extra confronting after this traumatic experience. Ask others to do that (via the employer or friends) if you cannot handle it yourself.
- Pay close attention to your mental state. Online threat can have major consequences. Be aware of this and seek help if it is offered to you or if you find that you need help.

Working in large groups / specific neighborhoods

Action points for employers

- In consultation with the employee, consider hiring private security guards for working in certain neighborhoods and during certain demonstrations. Private security guards watch over the properties and ensure the safety of employees on the ground. Professional security guards are preventively present and remain in the background. Only when it is necessary will they perform their security duties. There are security companies that are used to working with journalists.
- Make contact with the police in large cities where there are often incidents and / or demonstrations. The police want to protect journalists. Some media have made specific agreements in this regard whereby the police in certain neighborhoods choose to visibly park a car when the journalists are at work.
- When reporting by the employee on the basis of the collective standard, consider whether a declaration must be made.
- Ensure that employees are trained for this type of situation: teach them to de-escalate, for example (resilience training).
- Know that satellite or report cars with the logo can pose a risk.

Action points employees

- Make sure you are on time to assess the situation. Know the area where you are going. This is about 'information'. Make contacts. Try to estimate.
- Do not place a press card visible in the car. Park the car further away. Do not visibly wear a press card.
- In the case of filming, do that with your smartphone or a small camera.
- Make contact with the police during demonstrations. Ask who the Operational Commander is to introduce yourself. The police are often tempted to keep an eye on things, but they must know who you are. Ask what the police will do if a demonstration leads to violence. Know the police tactics.
- Travel light so that you can get away quickly if the situation becomes imminent.
- The advantage of being somewhere on time is that you get to know the area: know how to get away. Know your escape routes. Make an evacuation plan.
- In large groups / demonstrations, make sure you are not in the middle. Try to stay on the sides so you can get away quickly.

- Follow your intuition. If you feel that a situation is imminent, go away immediately.
- Report incidents to the employer and PersVeilig.

Attack

Action points for employers

- Ensure that employees are trained for this type of situation. Make sure that only trained people are used for this type of job and that everyone at the editorial staff is aware of this.
- Ensure that during continuous high-risk attacks the crisis team is together / ready to monitor the situation for employees and to intervene and / or help if necessary.
- Provide protective clothing (vest, helmet) if necessary.
- Know that communication can fall away quickly; what's app often works. Agree to communicate in advance via this medium.

Action points employees

Rules work in a crowd

- Make sure you are on time to assess the situation.
- Stay on the side as much as possible. Not in the middle of the crowd. Position smart.
- Make an evacuation plan. Always know how to get away. When you are inside: where are the emergency exits?
- Stay alert. If you feel danger, make sure you leave immediately. Your intuition is usually correct.
 - If there is panic, stay calm. Assess the situation if there is time. Don't go against the crowd. Make sure you have space (arms in front of your body). If you drop things, leave them behind. If you fall, crawl with it. If that is no longer possible, make yourself a ball (foetal position).

Archer / shooters

- Try to figure out where the fire is coming from though it's echoing around buildings
- urban environments can be particularly difficult..
 - Running away is the best option in most cases. The only protection against gun or gunfire is distance.
 - Always be aware that you are running in the right direction. A short break, reviewing the situation and running again can help.
 - Try to get to a place that offers protection against the fire and / or sight of the shooter. Realize that there are few materials that can stop bullets.
- If it is not possible to get away, hiding is the next option. Be creative (doors barricade in the case of a building for example). If you hide then stay on the spot until it's over. Put your phone on silent immediately.

Bomb attack or suicide attack

- If you are warned that a bomb is about to go off, lie down immediately. Shards and other components fly through the air and the only possible protection is lying.
- Stay down after the explosion: more bombs can go off and if you do, you don't know where the second bomb is. It is best to stay in bed until help appears.

Organized crime: specific death threats

Action points for employers

- The costs are huge. Large publishers / broadcasters will be able to pay these costs, but the smaller media (and freelancers in particular) cannot afford measures. Financial reinforcement of the Press Freedom Fund is needed to support the media involved. The profession is not yet prepared for such threats.
- The psychological consequences for the journalist and his immediate environment can be huge. The employer must ensure that those involved have access to assistance.

Action points employees

- Report the incident to the employer and PersVeilig . In the first instance, this may not yet happen because the (crime) journalists with a large network first check for themselves whether the threat is serious.
- Contact the Security, Security and Crisis Management Policy Officer of the relevant Public Prosecutor's Office.
- Follow all advice and / or assignments of the OM.
- In this case, reporting is often (ethically) undesirable: the journalist publishes about the person who is now threatening and the independent, neutral position is at stake after reporting. There is also a chance that sources will become public.
- The psychological consequences for the journalist and his immediate environment can be huge. Assistance is necessary. The Royal and Diplomatic Security Service arranges an interview, but this may be insufficient. The consequences can also be great in the long term. Friends and acquaintances will be asked for a long time how things are going now. The journalist haunts the journalist for a long time.

Organized crime: different types of threats

Action points employers

- In consultation with the police, check whether security is required and, if so, consult with the security company to be hired or camera surveillance is necessary.
- Keep employees informed of the steps to be taken. There is often fear. Show that the threat is being dealt with seriously.
- Take the consequences for the employees involved seriously. Provide professional assistance for affected employees.
- Contact the tech companies to remove any reports on the internet.
- If it comes to a court case, make sure that the employees involved are not mentioned by name and by name.

Action points employees

- Have the name and address details declared secret by the municipality.
- Contact the journalists union for a possible Chamber of Commerce report.
- Have the police mark the home address as a risk address.
- Have the employer make a report (the employer's address can be used in this way; the journalist will only be heard as a witness).
- Just as with concrete death threats, the impact for the journalist involved is huge. Seek psychological help.

Legal proceedings

Action points for employers

- Offer psychological help if the employee encounters problems with long procedures.

- Fully support the employee who gets serious accusations.

Action points for employees

- The most important weapon is that you have done your job well, so that you become less vulnerable and you can parry any complaints. In short, follow the rules regarding privacy, hearing and rebuttal, use of sources etc.
- Never be in a hurry: carefulness goes for speed.
- A judge assesses the work of an investigative journalist differently than that of a columnist or news reporter. Therefore always be extra careful in the implementation.
- The devil is in the detail. You can map the abuse so well, but if the last part is not completely covered, then that is food for lawyers.
- Collect evidence. Save notes, always record your conversations.
- Make sure you have a journalist who is an experienced counterreader / editor-in-chief when you publish yourself. That makes you less vulnerable with sensitive productions.
- Keep your care not only in your research story itself, but also afterwards through other (social media) channels.
- If you use anonymous sources, always support them with additional evidence , for example with documents.
- Allow room for rebuttal and give a party time between inspection and reply.
- Does a party provide an elongated response? Then summarize the essence and make room for the full response elsewhere, for example on your website.

Psychosocial assistance

Action points employers

- Ensure policy. This policy can consist of the following elements:
 1. Prevention: training for managers and employees. For managers to recognize stress. For employees to become more resilient (know what risks they can run, become familiar with the care policy of the organization).
 2. Ensure an open, safe climate in which vulnerability can be reported. (conversely, a closed, unsafe working environment is a risk factor).
 3. Provide a social worker who can support employees. Consider a counselor from outside the organization.
 4. Provide a monitoring system: who monitors whether employees are stressed? Do managers or others do that? A periodic welfare survey can help with monitoring.
 5. Consider a buddy system: research shows that support from colleagues alongside family and friends forms the first circle and plays an important role in recovery.

Chapter 2 : Punishability and declaration

The Criminal Code is clear about what is punishable and not, but what is most complicated is the punishability of online threats. There is often 'wishful thinking' ("you must be killed" or "I want to rape you"). Such messages, however reprehensible, are not punishable by law. It is, however, important that the journalist saves all messages, because if the same person writes more often, a systematic declaration against stalking / harassment can be made.

What is punishable ?

Below the elaboration of all points included in the collective standard:

Threat

- With open violence
- With any crime that may endanger the general safety or health of persons or cause a general danger to property.
- With rape / actual assault of honor
- Targeted against life with any crime
- With hostage, severe mistreatment, arson or terrorism
- Via social media. The threat must be direct, not 'wishful thinking'. Since the wording of the threat is very close, it must be considered at a time whether it is punishable.

Physical violence

- Pushing, pulling, grabbing is punishable under certain circumstances if it causes pain or causes injury
- Beating if there is pain or injury
- Kicking if there is pain or injury
- Injured if it happens intentionally

Sexual violence

- Rape
- Sexual assault, grinding, squeezing, etc. if it involves sexual acts

Discrimination

- By sex, skin color, religious beliefs and sexual orientation or preference if it is offensive

Stalking / systematic intimidation

- If there is systematicity. Therefore keep all the evidence to prove this

Theft

- Punishable at all times. Also applies to robbery

Destruction

- Punishable at all times. This also means damaging or rendering equipment unusable.

There may also be non-material damage .

Declare

When making a declaration, it is important to state that you are a journalist. Journalists have the same legal position as employees with a public task. This makes the declaration a priority.

Preferably the employer makes a declaration. In that case, the address of the employer is included. The employer will be informed at that time that the employee will be heard as a witness. This construction can provide extra protection for the journalist involved.

If there is no question of a criminal offense, then a report is made. This is important for file creation. In case of doubt, the police will contact the public prosecutor.

Attachments Security Plan Dutch Media

- Explanation of various threats
- Safety policy checklist for employers

Explanation of various threats

Chapter 1 looked in a practical way at how employers and employees should deal with various threats. Below is a further explanation of the various threats.

Online

Many studies have been published about online attacks, intimidation, threats and blackening. Female journalists in particular are the victims of this. The IFJ report mentioned above shows that in only 13% of the cases the suspect is identified and brought to justice. Female journalists face sexual insults, humiliation because of their appearance, threats of rape and violence. Women with a black skin color also have to deal with racism. The investigation by Marjolein Odekerken shows that the perpetrators are 'ordinary' citizens or supporters of political parties, the business community, people with confused behavior and criminals. The group of perpetrators is very diverse, but according to female journalists they are even attacked by fellow colleague journalists. According to the International Women's Media Foundation, many women apply self-censorship after online attacks. The psychological and emotional consequences are sometimes considerable. There is a feeling of insecurity, irritability and loneliness. There is a loss of concentration and the fear of going outside. There is insomnia and nightmares. Employees sometimes feel unsafe, unwelcome and unprotected internally in the workplace. In short, they are PTSD-like symptoms. Some close social media accounts. Freelancers feel extra vulnerable because they have no one to fall back on. The American journalist Amanda Hess wrote an article in the Pacific Standard about her findings under the revealing headline "Why women aren't welcome on the internet".

The four major tech companies (Facebook, Microsoft, Twitter and YouTube) are increasingly removing hate speech. An evaluation by the European Commission in 2019 shows that the tech companies handle 90% of the complaints within a day. Messages were deleted in 72% of cases. The Dutch Hotline Internet Discrimination (<https://www.mindnederland.nl>) participated in this evaluation. At the initiative of the International News and Safety Institute, talks have been underway with the tech companies from 2018 to better protect journalists and to help them faster, but those conversations have not yet led to concrete steps in 2019.

Working in large groups / specific neighborhoods

The practice in recent years is that working in large groups / certain neighborhoods increasingly leads to violence and threats against journalists. The diversity of these groups is enormous:

- "The angry white man" in certain neighborhoods
- The yellow vests that are rabid anti-mainstream media
- Climate activists
- Pegida
- Immigrant and native Dutch youth in certain neighborhoods. In those neighborhoods apparently nothing can be wrong until the situation suddenly turns threatening.
- Soccer hooligans
- Antifa

- Foreign conflicts imported here with all the emotions that can be found there. (Especially Israeli / Palestinian conflict and Turkish / Kurdish conflict).
- (Confused) people with delusions and conspiracy theories.

Journalists often feel flawless when a situation escalates. Intuition is usually correct. Signs that danger is imminent / the situation is imminent include:

- Shouting / slogans to journalists or the police
- Clothing choice (balaclavas, etc.)
- Weapons (from stones to clubs; from empty bottles to molotov cocktails)

Crowds of people know their own dynamics whether we are talking about demonstrations or working in certain neighborhoods. When people start to move who see a common 'enemy', a situation escalates quickly.

Attack

In recent years, Europe has been the scene of (major) attacks by terrorist groups. We have seen a variety of attacks in all our neighboring countries: from deploying trucks that run into crowds to hostages, shooters and explosives. The risks for journalists are high - certainly in the case of attacks that continue. These kinds of long-term attacks have taken place in Paris, Brussels and London.

In general, attacks are carried out in places where many people come together. Especially terrorists choose *soft targets* : demonstrations, the Gay Pride , sports events, festivals, shoppingmalls , entertainment centers terminals and public transport are examples. Working in this type of crowd requires preparation.

Organized crime : specific death threats

Various (crime) journalists have been confronted with the Surveillance and Protection System after death threats or hard and reliable information that an assassination attempt is in the pipeline. This has a huge impact on the journalists involved, but also on their immediate environment.

What is the Surveillance and Protection System?

- The Surveillance and Protection System is the body of regulations and agreements that deal with the prevention of attacks on persons, objects and services.
- The Public Prosecution Service , police, intelligence and security services and administrative organizations work together in the system.
- The System regulates how security measures are decided on the basis of threat and risk information and who is responsible for implementation.

It is important to know that the journalist and the employer are responsible. If a journalist falls under the System, it costs a lot of money. A part of the costs is seen by the state as police costs, but the other costs are (in this case) for the employer are enormous. For example, adjustments to the home of the journalist may be required or the journalist may be placed in a *safe house* . All those costs rise very quickly.

After the murder of Pim Fortuyn (Dutch politician), the Surveillance and Protection System was established. At Fortuyn the question was: who was actually responsible for his safety? With the new system it has been conceived that the mayor deals with public order and the public prosecutor deals with the protection of persons. That also means that the mayor is responsible for the buildings from the media; the chief officer for the journalists. Every public prosecutor's office has a policy officer for Security, Security and Crisis Management.

If there is a death threat or imminent murder, the OM advises to go to this policy officer. A report to the police is immediately recorded and that can be undesirable. The policy officer at the Public Prosecution Service is not an investigating officer and therefore does not have to record anything. The Criminal Intelligence team (TCI) of the police does not record either. After a report, the information organization of the police makes a threat assessment: how serious is it and how high is the chance that the threat will be carried out? If it is estimated that the threat can be carried out, the journalist can assume that he or she will fall under the Surveillance and Protection System for a long time.

If there is a specific death threat, it is crucial that the employer and employee concerned do not make mistakes. Errors are:

- Go to the police (then everyone will know, because it is being recorded)
- Sending the employee on vacation for a few weeks (such a threat will last a long time and not be resolved in the short term)
- Take measures yourself or no longer publish on the subject (self-censorship) on the assumption that the threat will then disappear.

Organized crime: different types of threats

It is of course also possible that (organized) crime expresses threats that go less far than concrete death threats. Threats of this kind are more common, but here too the impact on journalists can be huge. Criminals who intimidate, write emails, leave messages on websites, show that they have been around journalists, talk about the children of the journalist, etc. These threats are harder to grasp, but the employer and the authorities are acting. **Legal proceedings**

Journalists are often threatened with legal action and sometimes they actually follow. There is no anti- SLAPP legislation in the Netherlands that can stop years of proceedings against journalists at the front. With anti- SLAPP legislation, the possible procedure is tested in advance by a judge to see if there is grounds for a lawsuit. Some procedures now take years. It is a violation of the freedom of the press if it is decided not to write about certain matters in connection with a legal risk. It requires the backbone of employers to choose to continue publishing. Employees who are confronted with long procedures speak of mental blows and the negative energy that such a process costs.

Psychosocial assistance

People who have been confronted with violence and aggression often suffer from stress. Sometimes this happens in the short term, but it can also occur in the longer term. In the context of the duty of care, it is important that employers have a policy on this. There are media organizations that have occupational physicians. Others have agreements with health and safety services or a psychologist.

Stress is a normal response to an abnormal situation, is the maxim. It's about recognizing stress in time. Often the person involved cannot do that himself and it must therefore be noted by others. Sometimes stress reactions go away automatically (resilience). Stress isn't that bad either, but sometimes the stress is so serious that help needs to be sought.

The social circle plays a crucial role in normal recovery. Support from family, friends and colleagues protects the ability to get on top of it independently, without extra / specialized help. However, a small percentage develops long-term complaints. This may involve persistent stress complaints such as concentration problems, sleep problems, etc. But also specific trauma-related reactions that are normal in the recovery process but should decrease after a few weeks (for example, persistent feelings of insecurity and anxiety, avoidance of locations, or reliving of, for example) the shocking situation).

Present risk factors, such as previous traumatic experiences, already present psychological problems or a lack of a social safety net, increase the chance of persistent complaints. When one of these risk factors is involved, it is especially important that a person is closely monitored by the environment (monitoring).

In general, we know that people have certain needs after experiencing a shocking event (in the short and long term). Psychosocial support is most effective if it is based on the basic needs. On the basis of these needs, aid can take shape in various ways and in steps (from low-threshold support to specialized aid).

There are four main groups when it comes to stress:

- Thinking: confusion, disorientation, worry, continuous thoughts and images, self-blame.
- Emotion: shock, sadness, fear, anger, irritation, shame, guilt.
- Social: withdrawing, getting into a fight
- Physical: fatigue, headache, muscle aches, stomach aches, accelerated heartbeat, excessive frightening, sleeping problems.

Social workers are able to help an employee with simple measures to get rid of the stress. This involves relaxation exercises, for example. Some are helped by yoga or other forms of relaxation. Employees who experience stress can also take steps themselves by regularly eating and drinking, taking good care of themselves and taking care of them, taking a rest and seeking distraction. It can be very helpful to talk to colleagues who have gone through the same abnormal situations.

In the case of serious or very serious forms of stress, it is inevitable that the employee seeks help. In this case we are talking about reactions such as violent shock, vibrations, staggering when standing, no attention to self-care, 'no longer being there', rapid succession of emotions such as sadness, fear, anger.

Checklist of safety policies for employers

Employers can check for themselves whether all safety plans and protocols are in order. The ACOS Alliance organization has drawn up a simple step-by-step plan. PersVeilig has used this step-by-step plan as the basis for this checklist. The step-by-step plan can reveal weaknesses and strengths in safety policy.

Does the news organization have a safety and crisis management policy ?

The security plan as drawn up here by PersVeilig is for all news organizations. Are there gaps for your own organization and, if so, how are they filled? Special protocols must be written in certain areas of threat. Is there a policy regarding the various threats?

- If not, why not? (lack of awareness, not considered a priority or need, lack of resources)

Some news organizations have appointed officials to deal with safety, but in most cases that responsibility (and sometimes implementation) lies with chief editors or other managers. Is it possible to consider appointing someone who is primarily concerned with safety? Is it possible to consider hiring someone from outside the organization to formulate and monitor policy?

- If yes, is this policy laid down in a document? Who wrote this??

Some media work on the basis of an informal policy that is no more than verbal agreements. It is important to establish policy and to know responsibilities. In times of crisis, it must be clear who does what. Oral agreements are forgotten in a crisis. Moreover, it is important to employees that it is recorded.

- Are these documents accessible to those who need it?
- Are all involved aware of the content of the documents?

Meetings to explain the safety policy for all involved, including the employees who may be affected, is a recommendation. Employees see that the employer is serious; for those who have to act during a crisis these moments are an extra awareness.

- Are the safety policy and accompanying protocols tested? How often is this done?

Safety policy is always breathable. Circumstances change and safety policy changes accordingly. Build in evaluation moments to review the policy. Communicate the changes to those involved. Collect feedback about the policy. Employees in the field can become involved in matters that are not laid down in the policy.

Do protocols consist of the following aspects?

- Female employees

Has a policy been established to protect female employees against sexual harassment in the workplace? What is the reporting procedure for women? Is the working environment so safe that female employees feel free to report incidents?

Practical tools:

<http://womeninnews.org/resource/41>

<https://www.iwmf.org/wp-content/uploads/2018/06/IWMF-Global-Report.pdf>

<https://www.iwmf.org/wp-content/uploads/2018/06/Violence-and-Harassment-against-Women-in-the-News-Media.pdf>

- Psychosocial assistance

Has the news organization made a policy on this? Is there a safety net for stress and trauma? See chapter 6.

Practical tools:

<https://dartcenter.org/content/covering-trauma-impact-on-journalists>

<https://dartcenter.org/content/tragedies-journalists-6?section=all>

<https://dartcenter.org/topic/self-care-peer-support>

- Digital security

Is there a policy to prepare employees at the front (prevention) and at the back (what if there are attacks?).

Practical tools :

<https://securityplanner.org/#/>

<https://www.internews.org/resource/saferjourno-digital-security-resources-media-trainers>

<https://www.internews.org/resource/speaksafe-media-workers-toolkit-safer-online-and-mobile-practices>

<https://safetag.org/>

<https://safeandsecure.film/digital-security>

<https://freedom.press/training/>

<https://rorypecktrust.org/resources/Digital-Security-Guide>

<https://cpj.org/tags/digital-safety-kit>

<https://onlineharassmentfieldmanual.pen.org/>

<https://rsf.org/en/online-survival-kit>

- Risk analyses

Are risk analyses made? Who does this and where are the responsibilities? This not only involves risk analyses for complex journeys, but also in other areas such as (potentially violent) demonstrations, attacks and publications on highly sensitive issues (organized crime, large companies, government, etc.). By drawing up a risk analysis and the measures to reduce those risks, it becomes clear to both employer and employee how to act.

Practical tools :

<https://newssafety.org/safety/advisories/>

<https://cpj.org/safety-advisories/>

- Trainings

Is there a training policy: is it clear which employees should attend (safety) training? Is it laid down in the protocols that employees who have not followed safety training do not travel to high-risk areas? Is the training package currently available adequate? Is there sufficient attention for the latest developments in the field of online threat? Is it clear to employees which training courses are offered?