



**INTERNATIONAL
POLICE ASSOCIATION**
INTERNATIONAL EXECUTIVE BOARD

IPA Newsletter

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We wish you all a bright start to 2020!



**A wonderful entry to our IPA Photo Competition 2019
by Mike Schifferle from Switzerland**

WORD OF INTRODUCTION

Dear friends,

Happy New Year to you all! May your journey through 2020 keep you in good health and bring you much happiness.

According to the UN calendar, 2020 is the International Year of Plant Health ... I did not find much to do with that in relation to the IPA :-). But I also wish all plants to keep us healthy!

As healthy as the IPA, which is celebrating its 70th anniversary this year! Our founder would be proud. And so can all of you, dear IPA members, as you ensure the development of our association by your dedication to its values and its motto 'Service through Friendship'.

2020 will be a busy year for most of the IPA sections, regions and branches, as usual. Many events are already planned and will gather friends from all over the world under the banner of our motto.

The IEB recently decided to celebrate the IPA's 70th anniversary on the opening day of our IPA World Congress in Spain, on Wednesday 14 October. Representatives of all our sections will be together in Lloret de Mar and registration is open to everyone, so don't hesitate to join this unique event. A small working group has been put in charge to organise the celebrations, and the final programme will be circulated at a later date.

I seize this opportunity to invite every section to also hold an event, whenever you wish, to celebrate the association's 70th anniversary. It will provide a great chance to speak about the IPA, to make it even more known around the police world and the public.

It is worthwhile remembering also that we are able to celebrate this milestone because Friendship has always led our association, through good times and less good times. Let us not forget this, and let us use this opportunity to write another unforgettable page of IPA History in 2020.

Thank you to everyone.

Servo per Amikeco,

Pierre-Martin Moulin, IPA President



AROUND THE WORLD

Defensive Tactics Group Training with IPA Brazil

The Brazilian Section of the International Police Association promoted a Tactical Defense Techniques course from 4-7 December 2019 at the Federal Police Operational Tactical Command Training Centre, COT.

The Defense Tactics Group (DTG) was originally set up by IPA United Kingdom, in particular by its founder and director, police officer Robert Stenhouse.



Brazilian police officers from tactical operations sectors of the Brazilian police institutions: Federal Police - (COT); Civil Police - (GOE); Military Police - (BOPE); Federal Highway Police - (GRR); and Municipal Guard (GAT), participated in intensive knowledge training on explosive self-defence techniques, knife defence / awareness, weapon retention, instinctive shooting, active sniper defence, first person on the scene, and combat psychology developed by DTG / IPA.



The success of the course is reflected in numerous official requests received by the President of IPA Brazil, for new DTG courses to be developed for a larger clientele of the police.

IPA Brazil's Board of Academic Studies and Training has already begun work on the development of new courses for the year 2020.

Joel Zarpellon Mazo, President IPA Brazil

IPA Kenya visits Talia Agler Girls' Shelter



Members of IPA Kenya were special guests of the Talia Agler Girls' Shelter in Wangige, Kiambu County on 6 December 2019. The Home is named after the late Talia Faith Agler, a young American philanthropist, who died in an accident aged only 26. The facility provides accommodation, care and protection for 42 Girls aged from 7-22. Most are referrals from the National Police Service following domestic and sexual abuse and forced child labour. The older ones are mostly victims of international trafficking who are temporarily housed in the facility before being repatriated back to their countries of origin.

During this Christmas Season, Section Kenya opted to visit the children's home in the spirit of friendship, by donating food, detergents/ toiletries, medicine, school supplies, and a financial contribution to cover the school fees for those in High School. The total contribution was worth USD 3,500. During the visit, the IPA members were entertained through songs and dances, and there was much fun and laughter, together as one big family. Lunch was served by IPA Kenya Section members, followed by speeches and presentations of gifts.



IPA Kenya's SG, Jared Ojuok, and D/Treasurer Wilhelm Kimutai join in with the dancing

The IPA Kenya President, Mr. Alfred Osur, reminded those present that the Association was founded on one of the most fundamental elements of any given society: Friendship, and that the Association's motto, Servo Per Amikeco, which is Esperanto for 'Service Through Friendship' is a running call that reminds each one of us of one of humanity's most basic instincts; to offer help to those in need.

Mr. Osur said that over the years, IPA Kenya has proven itself to be a real ambassador of friendship through activities such as this one, and many more: 'Today, we bring you

good tidings of friendship, that your skies may shine brighter and that the Christmas festivities may be memorable. May our coming here redouble your joy, and cut your grief, if at all, in half’.

The main guest, Mr. James Mwaniki, AIG, who represented the Inspector General at the function, mentioned that the National Police Service acknowledged the difficult past that most of the girls had been through, and assured them that the future is brighter, ‘because we care for you so much’. Mr. Mwaniki praised IPA Kenya for the good work they were doing across the country in partnership with the National Police Service, which he said had helped improve the police image, trust and legitimacy. Mr Mwaniki expressed appreciation to the home saying, ‘We sincerely thank the Talia Agler Management for the enormous work they have done in providing this magnificent facility for your shelter and nurture. The opportunity you have offered to these little angels is golden, and I believe that out of this home shall come forth future leaders of our great nation’.



James Mwaniki (AIG), Alfred Osur (President) and Mukhtar Omar (1VP) leading the delegation

In addition, he mentioned that the National Police Service was grateful for the mutual partnership established over the years with the institution. ‘I wish to say that this home offers a great symbolism for community policing. It is through initiatives such as this one that that our communities are made safe for all, and hope for a brighter future is built’. His statements were also echoed by the Officer Commanding Station, Kingero Police Station, and Chief Inspector Hassan Bashir, who said that the home had assisted greatly in providing young girls whose cases were pending before court with a safe, secure and friendly environment.

In his final advice to the young girls, he quoted Francis Bacon: ‘Young people are fitter to invent than to judge; fitter for execution than for counsel; and more fit for new projects than for settled business’, and continued by stating ‘The business of building a better future for yourselves is one such business that requires settling, and in you, I see both the capacity and the will to tackle this. May your dreams come true, because they are valid and achievable.’

Jared Ojuok, Secretary General IPA Kenya

Nowhere without the Camera: An Interview with Photographer Milan Tomažin of IPA Slovenia

Among the Slovenian police, we are 'hiding' quite a few excellent photographers. One of them is also this year's winner of the international IPA photo competition, in the category of 'Police at Work'. Milan Tomažin has been an IPA member ever since the establishment of the regional club in Ljubljana and has been working in the police for more than 30 years.

Milan, you have managed to successfully connect your two passions – police work and photography.

This is true, I have been employed in the police since 1987. After finishing cadet school, I got a job in the militia protection unit, which was later renamed the Special unit. In fact, I was working as a diver my whole career, and at the same time, I was always intrigued by underwater photography.



Do you still remember your first time holding a camera?

I've been interested in photography since the fifth grade of elementary school when I first attended a photography course.

Did the first contests come with experience in photography?

I don't send many photos to contests; however, I have still received several awards, including international ones, particularly for underwater photography.

Anyone checking your Facebook profile can find numerous photos from your trips there.

I like travelling, especially with the motorbike and usually distances of around 1000 kilometres practically anywhere, as long as there is some wind in the hair. I have travelled across the former Yugoslavia, to the Grossglockner, and I also carry beautiful memories of Italy.

And your favourite motorbike route?

The Adriatic Highway.

Which of your trips has been the most remarkable and exotic one?

Definitely the one across Tanzania, which was followed by 24 hours of driving with a catamaran to Pemba island. Just at the time when we were visiting, they had problems with pirates, their attacks sometimes even ended with deaths. I have also visited Indonesia, and Brazil, where I photographed kite surfers. I also have great memories of Cuba and its people.

Are any of the destinations particularly attractive for photographers? Which other places would you still like to visit?

Motives can be found wherever you go. There is always something to find. I would like to visit geysers in Iceland. I only need to convince my wife, who prefers warm destinations. Scotland and Ireland are options as well.



Which equipment are you always carrying with you?

Besides the camera or two perhaps, there must be a stand of course, different objective lenses and a colour chart. When I travelled to Tanzania, I had about 80 kilogrammes of luggage with me, because I also went underwater there. Anyway, I would normally carry a whistle, compass, and a waterproof backpack with me.

What are the special features of underwater photography?

Underwater photography is very interesting, yet demanding. You need to be careful with the light. If you take photos on the land, with no snow, and in clean air, the photo will reflect that. However, if you took a photo outdoors with a flash during the snowfall, there would be snowflakes seen on a photo. There are always some particles present under the water, and it is necessary to use the flash when photographing. Without the light, photos would look grey / blue. However, this is quite an expensive hobby, which demands a lot of dedication. You are always searching for places that are something special and a lot of travelling is needed for that. There is a great deal of energy invested in each good photo. The other side of this medal is also that those photos often go unappreciated. Among all, I'm most proud of the underwater photos – these I have already exhibited at international level, the same way as they were created – under the water.

How was the winning photo made?

This photo was created during the training of the Special unit at the Slovenian coast. I was photographing the guys when they were practicing accessing the boat, during climbing. I used 400 mm lenses, in order to show the ratio between the chain, divers and the altitude between the sea and the foreship.



What about the processing of the photos?

Photos need to be processed – as in the past, when you would develop photography film, digital photography needs to be developed likewise. Personally, I try to be as 'natural' with it as possible; I fix the sharpness, whiteness, touch up the histogram, fill the black spots, extend it, crop, and add my own stamp. Some, however, go way further, e.g. they fix faces or clean the photo.

Are your children also interested in photography?

They are not enthusiastic about using a classical camera. but are more used to taking photos with a phone, yet for me, that is not real photography.

Anita Kovačič, Public Relations IPA Slovenia

XIX Encuentro Internacional de Coleccionismo

‘NUEVO ÉXITO DE PARTICIPACIÓN’ del ‘XIX Encuentro Internacional de Coleccionismo IPA’ celebrado en Barcelona el 30 – XI – 2019.



El encuentro organizado por IPA Barcelona, a través de Ignacio Zúñiga ‘Nacho’, el cual reunió a 44 expositores de 6 países (Alemania, Andorra, Bélgica, Rumania, Eslovaquia y España).

El encuentro se llevó a cabo, como es costumbre, en el Hall de la Estación del Norte, muy espacioso y luminoso.

El encuentro de 8 a 14 h. fue de gran satisfacción para los asistentes con la obtención de nuevas piezas como escudos, gorras, pins, placas, etc.

También la exposición de vehículos históricos de la Segunda Guerra Mundial dieron una atractiva distinción.

El Presidente IPA España, Arturo Salinas, dirigió unas palabras a la finalización del acto expresando su satisfacción por la participación y el reconocimiento a la organización y colaboradores.

Después del Encuentro tubo lugar un refresco para todos.

El sábado por la noche tuvimos una cena de hermandad en un conocido restaurante, donde degustamos la cocina catalana que tanto gusta a los compañeros que venían de Europa

Colaboradores: Imma Casarramona (Gerente del Polideportivo), Josep de Blas (IPA), Jesús Casares (IPA), Pedro Casares (H. Antibes), Xavi Edo (Sgda. Familia), Carles Sitjar (DAMM) y Paqui.

La asistencia aproximada durante el encuentro fue de más de 180 personas.



Participantes: -Dirk Hering (Bel) -Roman Zan (Slovk) -Richard Kadnar (Slovk) -Henrich Klakansky (Slovk) -Radovan Palka (Slovk) -Peter Dulin (Slovk) -Marko Wolker (Ger) -Lluís Capdevila (And) -Laurentiu Saulescu (Rom) -Eliodor Tanislav (Rom) -Matías Sotillo (Spain) -Jorge Paez (Spain) -Josep Jara (Spain) -Alberto Griño (Spain) -Antonio Gallego (Spain) -Antonio Cuenca (Spain) -Paco Sanchez (Spain) -Dani

Sanabria (Spain) -Albert Brunet (Spain) -Jesús Cruz (Spain) -Alberto Martín (Spain) - Ferran Vergés (Spain) -Fco. Torres (Spain) -Fco. J. Martinez Lima (Spain) -David Barbero (Spain) -Juan Carrasco (Barcelona) -Andoni Artesero (Spain) -Antonio Gabardos (Spain) -Aleix Borrás (Spain) -Marc Vilaro (Spain) -Jose V. Hernandez (Spain) -Antonio Guiu (Spain) -Antonio Linares (Spain) -David Romero (Spain) - Esteban Salvador (Spain) y el organizador Nacho (Spain) y la presencia de otros muchos coleccionistas, que no necesitaron exponer.

Cordialmente,

Servo per Amikeco

Ignacio Zúñiga (Nacho), IPA Spain

An Update from IPA Lesotho

It is with great pleasure we wish everyone a Happy New Year 2020.

The council meeting of IPA Lesotho will take place from 23rd – 24th January 2020, and will include the presentation of the 2019 report. In addition, we will draw up our IPA activity plan 2020, and hold an induction for members of the council on IPA structures and administration.



IPA Lesotho North Region travelled to Gaborone / Botswana from 04 – 09 December 2019 on an educational tour. Their preliminary report has indicated that they had a very warm reception from the Botswana Section. Among the beautiful welcome gestures received, was the attendance of an ‘anniversary celebration’ of the station Commander and IPA member, Mr Letsholo, who was celebrating his 25th wedding anniversary as well as educational accomplishments, in the South of Gaborone.

Thato Mokoteli, Secretary General IPA Lesotho

13th Joint Meeting of IPA Slovenia and Croatia's Management Committees in Lendava

In November 2019, the 13th traditional Meeting of Management Committees of IPA Slovenia and IPA Croatia took place in Lendava (Slovenia).



'It is a great pleasure that we continue with the tradition of these meetings, which represent an important upgrade of our good collaboration', said Jože Senica, the President of IPA Slovenia. His Croatian counterpart Miljenko Vidak added: 'This is more than just a formal meeting. It is also a great opportunity to exchange experiences and strengthen friendships'.



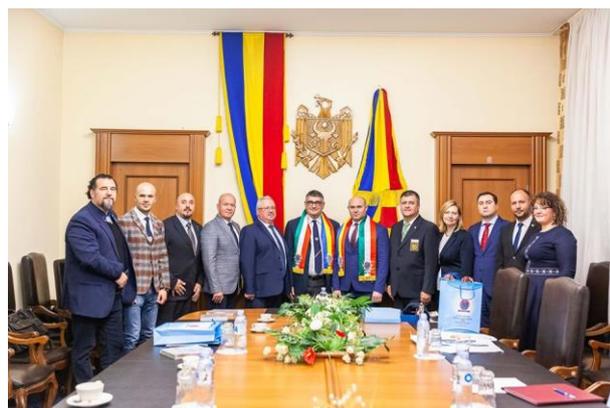
During the official part of the meeting, IPA colleagues spoke out about their future plans and expressed their wish to continue the collaboration, while the informal part included a visit to an orchid cultivator and the Paserro estate. Members of IPA Club Pomurje also joined the meeting.

For more photos, please follow the link: <https://ipa.si/2019/11/10/v-lendavi-ze-trinajsto-srecanje-upravnih-odborov-ipa-slovenije-in-hvaske/>.

Anita Kovačič, Public Relations IPA Slovenia

IPA Moldova holds successful Conference

Following the signing of the Protocol of Cooperation between the IPA sections of Romania, the Republic of Moldova and the Tuscany region of Italy on 16 November 2018 in Chisinau, IPA Moldova organised a cultural and social programme for representatives from the 3 countries from 4-8 December 2019.



Around 90 delegates participated, and on 7 December 2019, the guests participated in the international scientific-practical Conference entitled 'Cooperation in the field of combating cross-border crime' organised at the initiative of IPA Moldova.

A number of senior officials from the Ministry of Internal Affairs of the Republic of Moldova participated in the conference.



Scientific reports on cross-border cooperation between the relevant services, and especially the police cooperation in combating cross-border crime, as well as the harmonisation of legislation in this field aroused a keen interest among the participants, and colleagues in Italy proposed to continue discussing these topics internally further exclusively in their own country.

After the conference, the representatives of the delegations held a meeting with the Minister of Internal Affairs of the Republic of Moldova, Mr. Pavel Voicu.

SERVO PER AMIKECO!

With friendship,

Gheorghe Gandrabur, First Vice President IPA Moldova

IPA UK's Robert Stenhouse reports on a challenging Master Taser Instructors Course at Gimborn

The Master Taser Instructors course from 14-18 October 2019 was a Gimborn course with a difference. It was hosted by Axon (formerly known as Taser), and gave a professional qualification for an astonishingly affordable price. As you would expect with any qualification, it was a pass or fail course, and they set the bar high. Anyone passing the course will be seen as an ambassador for the company and needed to be subject matter experts.



As usual, the course was attended by officers from across the world, although everyone was from Europe on this particular course. Not all were IPA members, but many were. There were five of us from Section UK, all of whom were members of the IPA's Defensive Tactics Group. Not surprising, since we have formed a close bond with Axon and have worked together on two other projects.

We hope to continue to work together and help improve officer safety. With luck they will be present at our UK COPS International

personal safety training week this year, and they have agreed in principle, at this time, to run a short training course and maybe offer a few voluntary exposures to those bold enough to take up the challenge.

A golden opportunity to get that coveted 'ride the five' challenge coin.

Robert Stenhouse, Defensive Tactics Group IPA UK

IPA Brazil's Christmas Initiative 2019



For the fourth consecutive year IPA Brazil's Christmas Letter Project was a full success.

Christmas gifts were collected to be able to respond to 1,127 letters from needy and low-income children sent by the Brazilian Post Office to Santa Claus.

This year the Brazilian section of the IPA developed a Christmas project called 'Solidarity Christmas', in partnership with the Brazilian Freemasonry.



As part of this project, both partners distributed food, Christmas gifts and medical supplies in a square of the city of Taguatinga / DF, an area which has high levels of poverty.



In addition, leisure and social activities were promoted, such as the 'Children's Orchestra', and a fantastic social project entitled 'Tuning Lives'.

Joel Zarpellon Mazo, President IPA Brazil

ON THE TABLE OF THE IEB

PROJECT BEST PRACTICE

The Power of POWER

Police officers face daily threats to their physical and psychological health. The job has become more difficult than ever. Law enforcement agencies struggle to hire enough new officers to keep up with losses due to incumbent officers who retire, quit, leave due to disability, or, most tragically, are killed in the line of duty.



Dr Konstantinos Papazoglou

An alarming number of police officers commit suicide. And, there are far too many officers who are terminated for some act of misconduct. The vast majority of officers who end up terminated were not innately corrupt. They began their law enforcement careers after passing a rigorous hiring process, which included a polygraph and psychological evaluation. They had hopes of making a positive difference in their community. Often however, the nature of the job, including external operational critical incidents and internal organizational challenges, fundamentally changes many police officers.

Nevertheless, there is some hope. POWER stands for Police Officer Wellness, Ethics, & Resilience. POWER is more than just a new book, which presents evidence-based strategies to assist law enforcement agencies in implementing policy programs to promote wellness for their personnel. POWER is the start of a movement to change how police officers are hired, trained, supervised, promoted, disciplined, and, most importantly, supported. The goal is for police executives to adopt a culture of wellness where officers' psychological security is viewed to be as important as their physical safety.

Many of the psychological dangers facing police officers are not well-known to police executives. Although post-traumatic stress disorder (PTSD) is familiar, most police officers never develop this condition despite their extensive exposure to death and human suffering.

Conversely, compassion fatigue, moral injury, moral distress, and burnout are more common among police officers, but not well-understood by most police executives. For that matter, many of these conditions are just now getting some much-needed attention in the law enforcement scholarly literature.



Dr Daniel M. Blumberg

However, these difficulties have been extensively researched in other professions. Moral injury, for example, has received considerable attention among military service members and veterans, <https://www.youtube.com/watch?v=qJqKM218CsY>. Also, compassion fatigue has been studied among healthcare providers, whose experience with crisis and trauma parallels that of police officers, <https://www.youtube.com/watch?v=9ldH7up10I0>. These psychic wounds lead to a variety of on-duty and off-duty problems, including decreased motivation, compromised decision-making, impaired relationships with co-workers and family members, and a variety of medical concerns.

A POWER perspective shifts the emphasis away from a reactive approach that focuses on officers' problems to a preventative orientation designed to prevent and minimize these problems. POWER sees the interconnected relationships among officers' wellness, their ethical decision-making, and their job satisfaction. Police executives who foster an organization's culture of wellness understand the reality of the psychological risks of the job and put in place numerous programs, policies, and procedures to support officers' health and wellbeing. This becomes a vital feature of efforts to improve officer retention, morale, and, just as importantly, community relations. Ultimately, POWER is another risk management tool that keeps officers and the public safer and more secure.

Dr. Blumberg and Dr. Konstantinos Papazoglou have recently published their book entitled POWER (Police Officer Wellness, Ethics, & Resilience). A group of amazing authors/contributors provided their knowledge/expertise towards the completion of this great project. In addition, they were honoured that the POWER book was awarded the Platinum Award for scientific contribution to homeland security on 20 November 2019 by American Security Today.

Feel free to spread the word to your social media and amongst colleagues and friends.

There is a discount code (FOREN319) offering 30% discount for IPA members who want to order.

Please follow the weblink below:

<https://www.elsevier.com/books/power/papazoglou/978-0-12-817872-0>

May-Britt V.R. Ronnebro, Secretary General

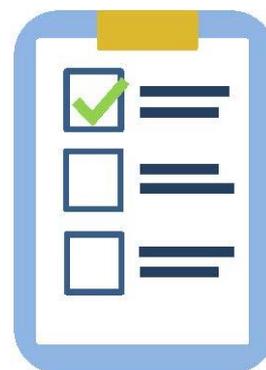
IPA NEWSLETTER SURVEY

A new year brings new opportunities – and one such opportunity is for you to enjoy a slightly more interactive way of communicating with us!

To gauge the level of response we are likely to receive, here is an easy question to start the process rolling.

Please click on the link below:

https://forms.gle/IPA_NL_Survey_Jan_2020



We would love to hear from you – so thank you very much in advance to every single IPA Newsletter reader who replies. And of course, we'll keep you updated of the response 😊

LAST WORD



I would like to wish all IPA Newsletter readers a Happy New Year 2020 by sharing this lovely painting with you, sent to me by IPA Belgium member André Lanckriet a little while ago as a present.

The period between Christmas and New Year finally gave me the time to hang the picture up on our wall, enabling me to enjoy looking at it on a daily basis from now on. I am not a very 'arty' person and admire anyone with such a wonderful talent.

I hope that André will be able to enjoy painting his beautiful landscapes for many years to come.

Elke

CALENDAR OF EVENTS

Please find below a list of IPA events for the next 12 months:

Section	Date	Event
Russia	13 Jan 2020	Road Safety Conference, Moscow
Austria	25 Jan-1 Feb 2020	32 nd International Ski Week, Nassfeld
UK	30 Jan-2 Feb 2020	Ceilidh Weekend, Kingussie, Scotland – FULLY BOOKED -
UK	14-17 Feb 2020	Devon Branch Spring Friendship Weekend, Exmouth
Iceland	19-20 Mar 2020	Seminar on Organised Crime, Human Trafficking and Prostitution
Germany	28 Mar 2020	60 th Anniversary IPA Würzburg
Japan	7-14 Apr 2020	Japan Friendship Week
UK	21 / 22 Apr 220	Street Gangs to Organised Crime Seminar, Leicestershire (21); Northallerton (22)
UK	22-28 Apr 2020	Caravan & Camping Club Rally, Spalding
Montenegro	10-15 May 2020	IPA Games, Bar
Spain	11-24 May 2020	Grand Tour – Barcelona to Paris
Germany	14-17 May 2020	50 th Anniversary IPA Bamberg
Austria	14-17 May 2020	XX National Congress + 60 th Anniversary, Seefeld (Tirol)
France	20-25 May 2020	IPA Nord 'Discovery of the Hauts de France' Friendship Week, Lille / Flanders
UK	26-31 May 2020	DTG Personal Safety and Tactics Training Week, Wales
France	29 May-3 Jun 2020	3 rd Friendship Week, Nîmes
UK	5-8 Jun 2020	Lincolnshire Friendship Weekend
Kenya	7-13 Jun 2020	Friendship Week with the Lions of Masai Mara
UK	7-19 Jun 2020	British Isles Cruise
Sri Lanka	9-12 Jun 2020	Hosting Sections' Meeting, Negombo
Sri Lanka	11-17 June 2020	Sri Lanka Friendship Week
Spain	11-14 2020	V Torre de Hercules Football Tourn., Galicia
Austria	13-20 Jun 2020	Hiking Week, Nassfeld
Ireland	July 2020	Aran Islands Event + Galway 2020
UK	1-8 Aug 2020	Friendship Week, Northern Ireland
UK	8-15 Aug 2020	Friendship Week, Scotland
Czech Rep. / Slovakia	8-22 Aug 2020	International Youth Gathering – Czech Republic and Slovakia
UK	25 Aug-2 Sep 2020	Liverpool & Merseyside Friendship Week
Belgium	31 Aug-7 Sep 2020	45 th Anniversary IPA Charleroi
Spain	3-6 Sep 2020	XII Iberico Football Tournament, Galicia
Germany	3-6 Sep 2020	Young Police Officers' Weekend, Münster
UK	13-20 Sep 2020	70 th Anniversary of the IPA – Mayflower 400 Iconic Event

Section	Date	Event
Spain	13-18 Oct 2020 dates to follow	65 th IPA World Congress, Lloret de Mar Friendship Week, Barcelona & Madrid
Poland	14-18 Sep 2020	Ice Hockey Tournament, Nowy Targ
Netherlands	4-10 Oct 2020	Netherlands on Patrol, Limburg-Noord
UK	27-29 Nov 2020	Mini-Friendship Week, Ayrshire

FORTHCOMING GIMBORN SEMINARS

Please see below a 4-month summary of seminars, offered by our international education centre IBZ Gimborn in Germany.

If you are interested in taking part in any of these seminars, please follow the link:

www.ibz-gimborn.de



Date	Seminar	Language
20-24 Jan 2020	Aktiv in den Ruhestand	G
27-31 Jan 2020	Rocker- und Motorradbanden – Gesichter organisierter Kriminalität	G
31 Jan-2 Feb 2020	Qualifizierung ‚Konflikttraining für Jungs‘	G
06-08 Feb 2020	Qualifizierung Selbstsicherheitstraining für Mädchen	G
10-12 Feb 2020	Frauen in Stress- und Konfliktsituationen – Synergien zwischen Körper und Psyche wiederherstellen	G
14-16 Feb 2020	Qualifizierung ‚Mut tut gut‘	G
17-18 Feb 2020	Taktische Einsatzmedien für Polizeibeamtinnen und -beamte // Tactical First Aid for Police Officers	G/E
19-21 Feb 2020	Yoga – Hilfe im Alltag und kein „Verbiegen für Ziegen“	G
24 Feb-01 Mar 2020	Fasten? Trau Dich! – Heilfasten im Oberbergischen Land	G
21-22 Mar 2020	Qualifizierung ‚Soziales Lernen‘	G
30 Mar- 03 Apr 2020	Terrorismus – Bedrohung von Freiheit und Sicherheit // Terrorism – A Threat to Freedom and Security	G/E

<i>Date</i>	<i>Seminar</i>	<i>Language</i>
20-24 Apr 2020	Le maintien de l'ordre : Face aux nouvelles formes de manifestations, que faut-il faire pour adapter les techniques de maintien de l'ordre	F
26-30 Apr 2020	Hablamos Español für Neulerner	G/S
27-30 Apr 2020	Street Gangs to Organised Crime	E

