

Marharyta Zhesko is a Hate Crime Officer at the OSCE Office for Democratic Institutions and Human Rights. With over 10 years of experience in the field of hate crime, Marharyta's expertise includes developing and delivering training programmes on hate crime for police, prosecutors and judges across the OSCE region; hate crime data collection, including leading [ODIHR's reporting](#); and hate crime victim support structures, including contribution to ODIHR's [publications](#) on the topic. Before joining ODIHR, Marharyta worked independently and collaborated with intergovernmental organizations (Council of Europe, European Commission, OSCE) and civil society organizations on hate crime training, research and analysis. Her selected work include co-authoring the Council of Europe's [Manual for Police on Equality and Non-Discrimination](#), the European Commission's [Mapping on hate crime training for law enforcement and criminal justice authorities in the European Union](#), and the OSCE Mission to Skopje's [Analysis of the Jurisprudence of the European Court on Human Rights related to Hate Speech and Hate Crime](#).