

Introduction to JEM Department

Welcome to the Justice and Empowerment of Minorities (JEM) Department. JEM is dedicated to advocating for and uplifting minority communities, ensuring their rights are protected and their voices are heard. Our mission is to foster justice, equality, and empowerment through targeted action and comprehensive support. This presentation will provide an overview of JEM's departmental structure, highlight our core functions, and outline the strategic initiatives we employ in media, research, capacity building, solidarity efforts, and legal action to achieve our goals and expand our impact.



About JEM

Our Establishment

JEM (Justice and Empowerment of Minorities) is an autonomous body of Jamiat Ulama-i-Hind, established in 2021.

Our Purpose

To systematically collate, research, and document the increasing number of hate crimes occurring daily across India.

Key Activities

We submit detailed case information to Chief Ministers, local administrations, police officials, and the Union Home Minister.

International Outreach

We ensure global transparency by making our comprehensive reviews and findings available to an international audience.

Our Mission

To uphold, protect, and enforce the human rights of minorities in India, striving to promote a just and equitable society.

Our Goal

To make authorities aware of the changing social fabric and actively urge punitive action against divisive forces.

Victim Support Services

We provide essential medical, legal, financial, and psychological aid to victims of hate crimes.

Learn More

Discover more about our work and initiatives at our official website: jem.org.in

JEM's Strategic Objectives

01

Decoding Hate Narrative and Anti Minorities Mindset in India by Documenting the Hate Crimes and Testimonies

02

Ensuring legal Rights to the victims are granted and ensure their access besides Providing legal aid and Humanitarian assistance to the victims

03

Empowering youth and Jamiat Cadre for leadership roles by training them on Principles of Tolerance and Coexistence

04

Support the International Human Rights Organisations by making them aware of the Indian situation through our Quarterly Reviews and the Annual review

How the Research and Documentation Department Works

Our Research and Documentation Department follows a rigorous, multi-stage workflow to ensure accuracy and impact in all our findings.



Data Acquisition

We gather information from various sources including victim testimonials, media reports, community networks, and official records. This initial phase leverages digital monitoring tools to capture incidents efficiently.



Verification & Analysis

Each piece of data undergoes a strict verification and validation process, cross-referencing multiple sources to establish credibility. Our team of researchers then analyzes patterns and context to identify key trends and insights.



Report Generation

Based on verified data, we produce detailed monthly, quarterly and annual reports, adhering to rigorous documentation standards for formal publication. These reports include comprehensive case studies and statistical analysis to support our advocacy.

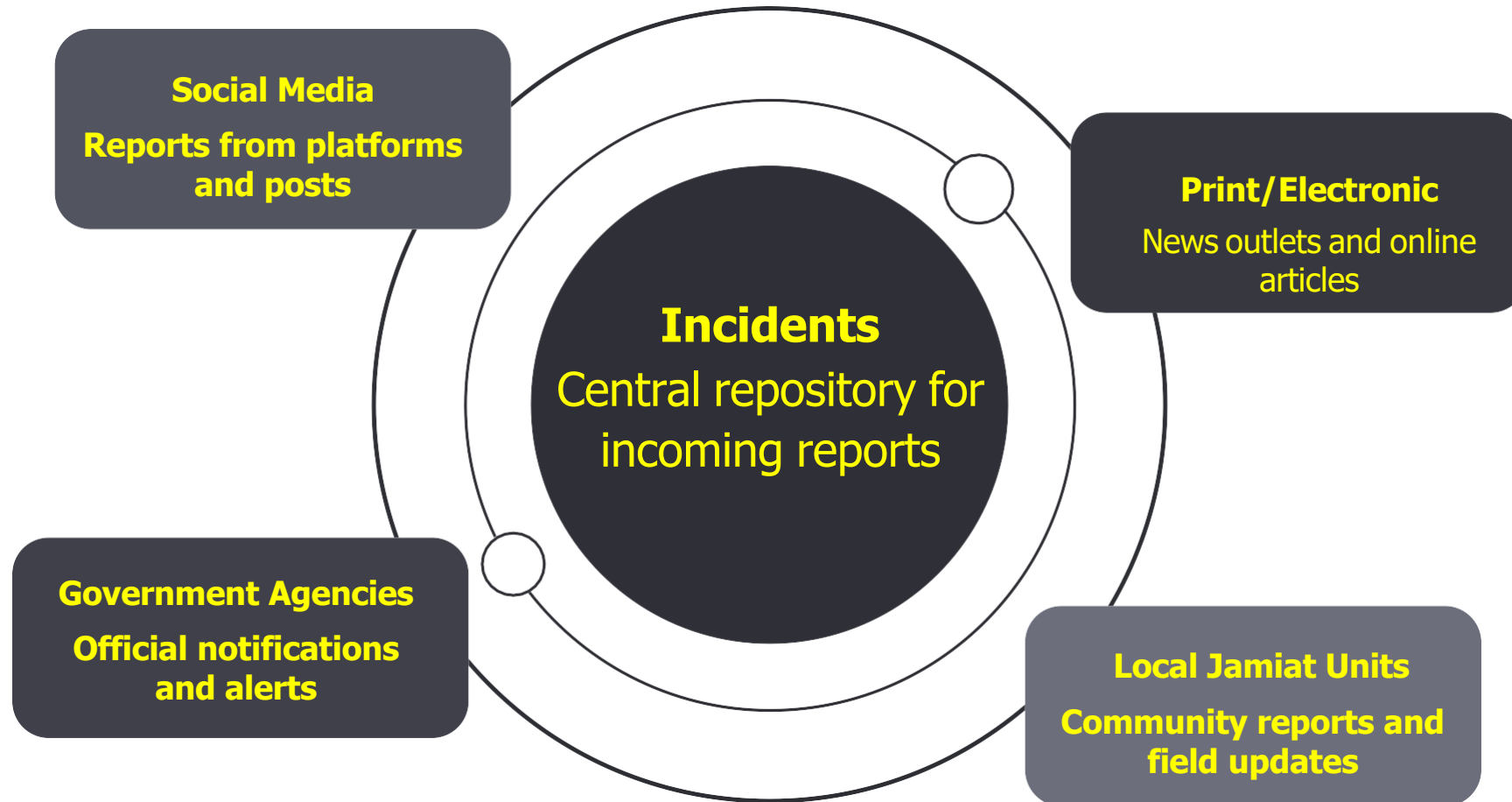


Collaboration & Dissemination

Our reports are shared internally with the Jamiat Legal Cell for legal interventions. Externally, they are distributed to authorities, stakeholders, and international bodies to drive policy change and accountability.

This structured approach ensures that every report is robust, credible, and actionable, strengthening JEM's overall mission.

JEM's Incident Reporting Flow



JEM's Hate Crime Classification

JEM categorizes hate crime cases to systematically document and address diverse forms of discrimination and violence:



Acts of Hate

Direct expressions of animosity, prejudice, or intolerance towards individuals or groups based on their identity, often manifested through verbal abuse or public denigration.



Police Atrocities

Instances of abuse of power, excessive force, or discriminatory actions by law enforcement against minority individuals, often violating fundamental rights.



Media Manipulation and Distortion of Facts

Intentional misrepresentation or biased reporting by media outlets that fuels hatred, demonizes minority communities, and distorts public perception.



Acts of Violence

Physical assaults, intimidation, or threats targeting individuals or communities due to their minority status, including physical harm and property damage.



Discrimination, Exclusion & Prejudice

Systemic or individual acts of unfair treatment, marginalization, and preconceived negative opinions based on identity, affecting daily life and opportunities.



Attacks on Religious Spaces

Vandalism, desecration, or physical assaults on places of worship, religious symbols, or gatherings, undermining freedom of religion.



State Sponsored Discriminatory Practice

Policies, laws, or actions implemented by government entities that directly or indirectly disadvantage minority groups, legitimizing prejudice.

How the Legal Documentation & Escalation Process Works

Our rigorous process ensures that every incident is thoroughly documented, verified, and escalated effectively for legal action.



Incident Reporting & Initial Assessment

Rapid identification of incidents through community networks and media. Local Jamiat units conduct initial assessments, engage victims, and gather preliminary details to gauge urgency and verify basic facts.



Evidence Collection & Verification

Systematic collection of FIRs, victim testimonials, and supporting documents. All evidence undergoes stringent verification and cross-referencing. A secure digital repository is maintained, categorizing cases for easy retrieval and legal readiness.



Case Review Committee (CRC) Evaluation

The CRC convenes to thoroughly review documented cases, assessing legal merit, strategic importance, and potential outcomes. This ensures high-quality control and accuracy before formal escalation to the legal cell.



Legal Submission & Case Tracking

Verified case files are formally submitted to the Jamiat Legal Cell. We meticulously track timelines, manage progress, and provide regular updates to stakeholders, ensuring accountability and timely legal intervention.

This structured approach underpins JEM's commitment to justice and ensures that no incident goes unaddressed.

JEM's Case Review Committee

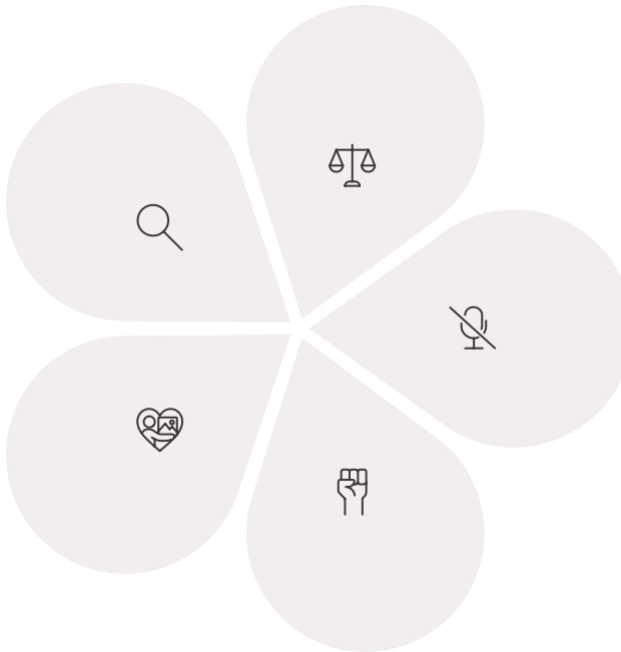
The Case Review Committee (CRC) is a multidisciplinary team dedicated to thoroughly evaluating incidents, ensuring a comprehensive approach to justice and accountability.

Researcher

Conducts in-depth investigations, gathers crucial data, and synthesizes complex information to strengthen case development.

Social Media Expert

Leverages digital platforms for rapid information dissemination, victim support, and amplifying awareness of injustices globally.



Lawyer

Provides expert legal analysis, assesses case merits, and strategizes for effective legal action and representation in court.

Journalist

Ensures transparent communication, documents incidents for public record, and crafts compelling narratives to raise awareness.

Activist

Mobilizes community support, advocates for victims, and influences public opinion to drive policy and social change.

This collaborative team ensures a holistic review, integrating legal, investigative, communication, and advocacy perspectives to achieve the best possible outcomes for each case.

JEM's Hate Crime Documentation Impact

JEM is at the forefront of documenting hate crime incidents, providing crucial data that highlights the severity and prevalence of discrimination against minority communities.

4192

Hate Crime Cases Documented

Recorded from July 2021 to December 2025, these cases predominantly involve violence and discrimination against

Our systematic approach ensures each case is meticulously verified, cross-referenced, and detailed, building a robust evidence base for advocacy and legal action. This rigorous documentation process is essential for exposing patterns of hate and holding perpetrators accountable, driving real social change and promoting justice for marginalized groups.

Training & Capacity Building

State-Level Workshop: Combating Hate Crimes & Islamophobia

This workshop equips individuals to identify, document, and report hate crimes and Islamophobia, strengthening our collective response and ensuring accountability.

Target Audience:

- Madrasa & university students
- Social workers & community advocates
- Lawyers & legal professionals
- Journalists
- Community leaders

Learning Methods:

The workshop uses engaging expert talks, interactive group sessions, role-playing, and collaborative planning for practical skill acquisition.

What Participants Will Learn:

- Understanding hate crimes and Islamophobia.
- Media literacy and counter-narrative skills.
- JEM9s role in legal and advocacy work.
- Hands-on documentation (evidence, reporting, data).

Workshop Follow-up:

- WhatsApp group for ongoing support & updates.
- Resource sharing (legal guides, documentation tips).
- Reporting unreported hate crimes via JEM9s process.
- JEM monitors reports for accuracy and feedback.

Why This Workshop is Critical & How JEM Conducts It

Why This Workshop is Critical:

- ◆ **Building a Network of Trained Persons:** Creating a systematic response network by training diverse stakeholders (students, lawyers, journalists, community leaders) to build a comprehensive early warning system.
- ◆ **Filling Critical Knowledge Gaps:** Many hate crimes go undocumented because people don't recognize them or know proper reporting procedures. This transforms ordinary citizens into skilled documentarians
- ◆ **Strengthening Legal Cases:** Proper documentation from ground level directly feeds into JEM's legal escalation process, making legal interventions more effective

How JEM Conducts These Workshops:

- ◆ **Multi-Modal Learning Approach:** Expert talks, interactive group workshops, role-playing scenarios, collaborative planning sessions
- ◆ **Systematic Follow-Up Structure:** WhatsApp groups for ongoing support, resource sharing with legal guides, direct reporting pipeline to JEM's legal process, continuous monitoring with feedback loops
- ◆ **Strategic Impact:** Each workshop creates a multiplier effect - one trained individual can identify multiple incidents while training others, exponentially increasing JEM's reach

JEM:

Building a Just and Equitable India

Thank You

Why JEM is Critical in Today's India:

- Rising hate crimes and communal tensions require systematic documentation and response
- Minorities face increasing discrimination, exclusion, and violence
- Media manipulation and state-sponsored discriminatory practices need to be challenged
- Legal awareness and rights-based advocacy are essential for justice

Our Comprehensive Approach:

- **Research and Documentation:** Evidence-based reports for advocacy and legal action
- **Legal Escalation:** Systematic process from incident reporting to legal intervention
- **Capacity Building:** Training networks across India to identify and document hate crimes
- **Solidarity Efforts:** Building bridges between communities and authorities
- **Media Outreach:** Counter-narratives and transparent communication

Our Vision for India:

- A society where every citizen's rights are protected regardless of their identity
- Strong legal frameworks that ensure accountability for hate crimes
- Empowered communities capable of peaceful resistance and advocacy
- Transparent governance and media that promotes harmony over division

Working Within the Law:

- Constitutional safeguards and legal recourse for all citizens
- Collaboration with authorities, police, and judicial systems
- Peaceful advocacy and evidence-based interventions
- Building trust through transparency and accountability

Together, we can build an India where justice, equality, and empowerment prevail for all communities.