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ANALYTICAL REPORT

Analysis of training programmes and curricula of higher educational institutions of the Ministry of Internal Affairs of Ukraine and professional development programmes for law enforcement officers on HIV/AIDS and observance of human rights with regard to HIV/AIDS in working with vulnerable groups

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This analysis is a formative research. Data, graphs and diagrams are not representative for groups of professors and students of higher educational institutions of the MIA and serve only as illustrations in support of conclusions and recommendations.

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List of abbreviations

UN	United Nations
HEI	Higher educational institution
MES	Ministry of Education and Science
MIA	Ministry of Internal Affairs
IDUs	Injecting drug users
HIV	Human immunodeficiency virus
AIDS	Acquired immunodeficiency syndrome
PLWH	People living with HIV
ART	Antiretroviral therapy
ARV	Antiretroviral
OST	Opioid substitution therapy
STIs	Sexually transmitted infections
ICD-10	International Statistical Classification of Diseases and Related Health Problems: Tenth Revision
NAIAU	National Academy of Internal Affairs of Ukraine
KNUIA	Kharkiv National University of Internal Affairs
ESITCPS	Education and Scientific Institute for Training of Criminal Police Staff
ESILMS	Education and Scientific Institute of Law and Mass Communications
DSUIA	Dnipropetrovsk State University of Internal Affairs
DLI	Donetsk Law Institute
LSUIA	Luhansk State University of Internal Affairs
OSUIA	Odesa National University of Internal Affairs
LvSUIA	Lviv State University of Internal Affairs
DOCC	Department for Organized Crime Combating
SSCEC	State Service for Combating Economic Crimes
DCIDT	Department on Combating Illicit Drug Trafficking
CJP	Criminal juvenile police
SAI	State Automobile Inspection
SRSEFC	State Research and Scientific Expert Forensic Centre
SPF “Berkut”	Special police force “Berkut”
PGPS	Patrol guard police service
SOP	School of operation professionalism

INTRODUCTION

This research **aims at** studying the contents of training programmes and curricula of higher educational institutions of the Ministry of Internal Affairs and professional development programmes for law enforcement officers on HIV/AIDS and observance of human rights with regard to HIV/AIDS in working with vulnerable groups, and at subsequent development of recommendations to put more focus on HIV/AIDS and injecting drug use issues into the updated training programmes and curricula.

To achieve this goal, the **following objectives** were identified:

- collect and analyze data on HEI of the MIA as an element of training system for law enforcement staff, in particular, on their quantity and accreditation and number and rank of students that graduate annually;
- collect and analyze data of the MIA on the quantity and rank of staff who annually undergo professional development training within undergraduate professional education, professional and in-service professional development trainings for law enforcement officers on the following issues:
 - 1) main developments on HIV/AIDS
 - 2) history of HIV/AIDS
 - 3) HIV epidemic
 - 4) ways of HIV transmission
 - 5) prevention and treatment of HIV/AIDS
 - 6) approaches to interpreting drug dependence (*e.g.*, dependency as a disease)
 - 7) history of injecting drug use
 - 8) prevention and treatment of injecting drug use
 - 9) paradigms of drug policy (reduction of supply, reduction of demand and harm reduction)
 - 10) definition of high-risk groups, their earlier identification and engagement into prevention and treatment programmes
 - 11) concepts of risk and vulnerability
 - 12) stigmatization and discrimination, attitudes to people living with HIV and injecting drug users
 - 13) international law and HIV/AIDS
 - 14) comprehensive package to prevention and treatment of HIV and international legal framework
 - 15) comprehensive package to prevention and treatment of HIV and national legal framework
 - 16) national measures in response to HIV/AIDS (legislation, policy and national HIV/AIDS programme)
 - 17) role of law enforcement agencies in prevention of HIV and drug use

The **subject** of research is relations between contents of training programmes and curricula of HEI of the MIA **and** professional development programmes of law enforcement staff on HIV/AIDS and observance of human rights with regard to HIV/AIDS in working with vulnerable groups.

Hypothesis of research is as follows: it is necessary to develop recommendations on putting more focus on HIV/AIDS and injecting drug use issues into the updated training programmes and curricula.

Organization and methods of research. The research encompassed the following steps:

- analysis of the respective training programmes and curricula of HEI of the MIA in terms of titles of courses, modules, topics, number of classes (lectures, seminars, individual study, term papers, etc.), assessment of students (exam or credit);
- analysis of professional development programmes for law enforcement staff on the issues listed above.

The second part of research included meetings with law enforcement staff, recent graduates of HEI of the MIA and professors of the MIA institutions to have group discussions on HIV/AIDS issues and observance of human rights with regard to HIV/AIDS in working with vulnerable groups.

The aim of focus group discussions was to summarize general observations on HIV/AIDS and attitudes to HIV/AIDS and find out: i) whether professors confirm that they have sufficient and accessible informational, statistical and academic and practical materials on these issues; ii) whether recent graduates of HEI of the MIA confirm that they got adequate information on the HIV/AIDS issues during their study; and iii) whether law enforcement officers confirm that they are getting adequate information on HIV/AIDS during in-service professional development. They also aimed at understanding the impact of these factors on observation of human rights and personal security in interaction with vulnerable groups.

Two kinds of meetings were conducted to discuss HIV/AIDS issues in groups. One of groups focused on professors of HEI of the MIA and another one – on law enforcement officers who were trained in HEI of the MIA of Ukraine and are tasked to deal with vulnerable groups by their job specifications. Eight meetings were conducted in Donetsk and Dnipropetrovsk in total, with average 12-15 professionals having participated in each.

Results of research enabled to produce recommendations on putting more focus on the HIV/AIDS and injecting drug use issues into the updated training programmes and curricula.

I. GENERAL OVERVIEW OF HIGHER EDUCATIONAL INSTITUTIONS of the MIA of Ukraine as an element of training system for law enforcement staff

1. Education of professionals of Bachelor, Specialist and Master degree

Enforcement of legitimacy was clearly and strictly defined as a priority of contemporary development of Ukraine, whereas the rule of law is necessary pre-requisite for successful reforms and ensuring better quality of life of Ukrainians. These are law enforcement agencies and their highly-qualified staff who have their part of responsibilities with regard to ensuring the rule of law. In its turn, it creates certain requirements to higher education in general and law enforcement higher education (sectoral higher education) in particular.

Within the framework of strategic development of sectoral higher education and according to the Laws of Ukraine “On Education”, “On Higher Education”, “On Militia”, Regulations “On Higher Educational Institution”, approved by the Cabinet of Ministers Resolution No. 1074 of 5 September 1996 and Regulations “On Higher Educational Establishments of the MIA” No. 626, approved on 14 February 2008, the main aim of such HEI is to train professionals for bodies and departments of MIA and other executive authorities and enterprises, institutions and organizations in Ukraine.

Organization of academic activities, forms of education and of control of students’ knowledge is established by the MIA and approved by the MES.

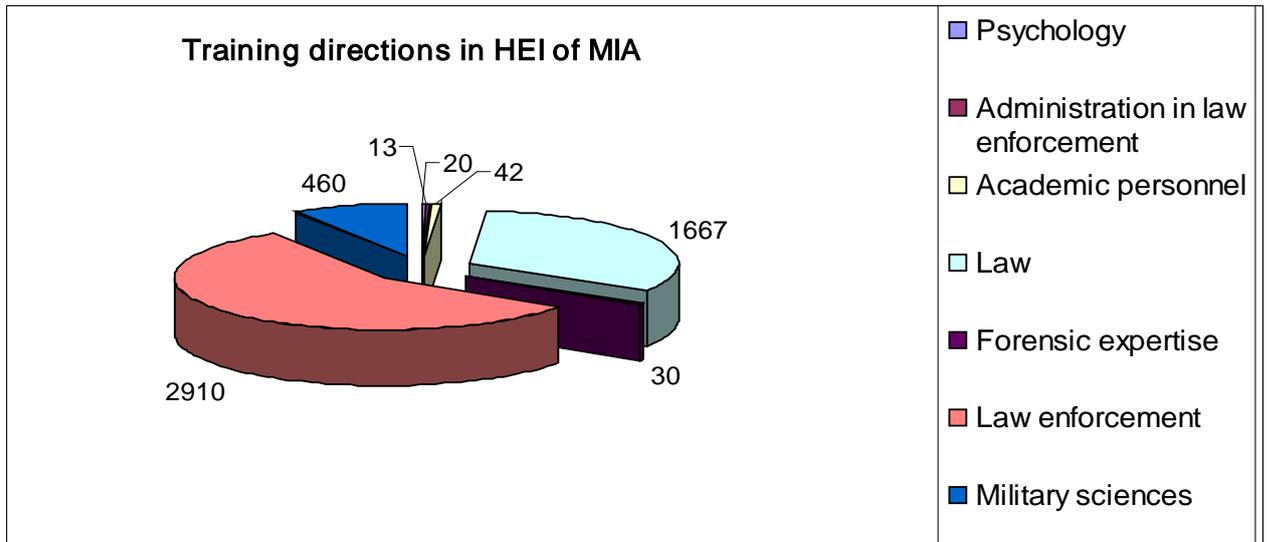
The list of directions and specialties for training of professionals of various educational and qualification degrees in HEI is approved by the Resolutions of the Cabinet of Ministers “On List of Directions and Specialties for Training of Professionals of Various Educational and Qualification Degrees in Higher Educational Institutions” No. 507 of 24 May 1997 and “On List of Directions for Training of Professionals of Bachelor’s Degree in Higher Educational Institutions” No. 1719 of 13 December 2006.

Public contract for training of professionals in HEI is annually determined by the MIA together with the MES. Organization of academic activities, forms of education and of control of students’ knowledge is established by the MIA and approved by the MES.

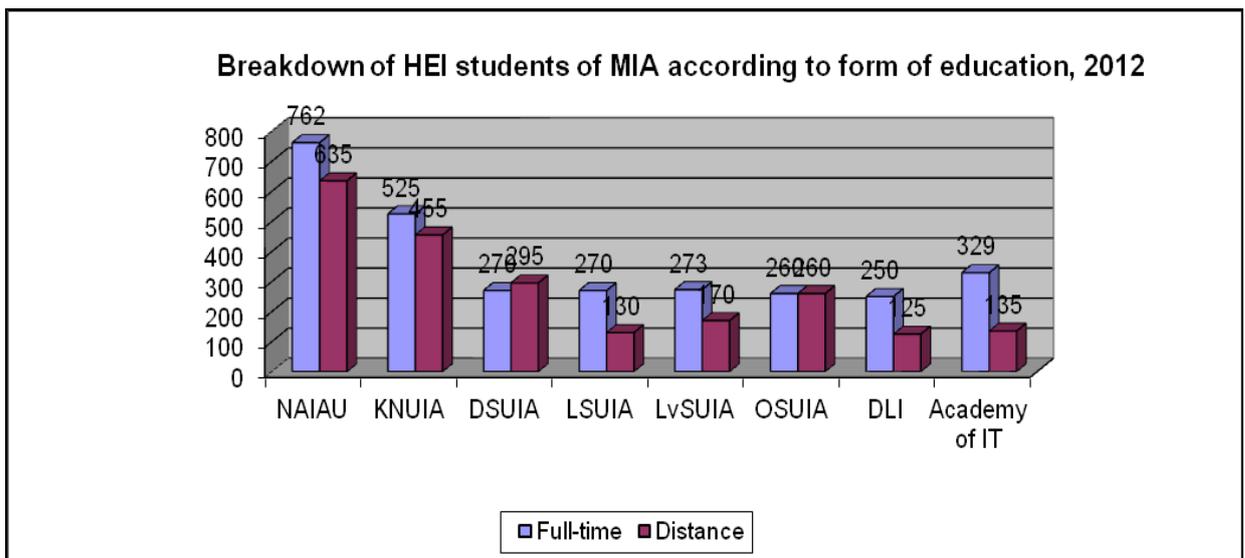
Teaching and guiding activities in sectoral HEI are organized and conducted in line to respective documents, Orders of the Minister for Education and Science, Minister for Interior and Commander of internal troops of the MI. They are aimed at reforming the system of staff training. To educate modern and creative individual, it is necessary to constantly update training contents, forms and methods in HEI. In particular, it is a goal of academic credit system as one of practical steps of entering into European higher education area.

Higher educational institutions have significant role in staff development of law enforcement agencies. Approximately 5 thousand highly-qualified professionals are graduated annually on the law, psychology, and law enforcement and on the specific directions: administration in law

enforcement and forensic expertise. These graduates become investigators, criminal and public security police officers, psychologists, criminal law experts and other professionals of law enforcement, public administration and authorities.



Training of professionals in HEI of the MIA is arranged in full-time (for students) and distance forms (for law enforcement officers and civilians).



It is an important part of training in HEI of the MIA that the students practically apply their knowledge in territorial departments of law enforcement agencies.

Regulations “On Higher Educational Establishments of the MIA” No. 626 of 14 February 2008 stipulate that the main forms of practical studies are introductory training, practical training and internship.

During introductory training, first-year students are informed about field and service work of city, district and frontline law enforcement bodies and their departments. Its aim is to make

students acquire the skills of profession of “police officer” in bodies and departments of city, district and railway offices of law enforcement agencies (depending of location of HEI).

Practical training is organized during study and extra-curricular time. It entails engaging second and third-year students into protection of public order, prevention of crime, participation into detection of crime or investigation or field group service. It is mandatory to consider the training direction and specialty of students when selecting certain kind of practical training for them.

Practical training of second-year students presumes that they acquire practical working skills of public security departments (patrol, local police inspectors, state automobile inspection, etc). Third-year students are expected to acquire skills of working in the departments of criminal police and pre-trial investigation).

When completing practical training, students can be engaged into protection of public order in the places of public entertainment.

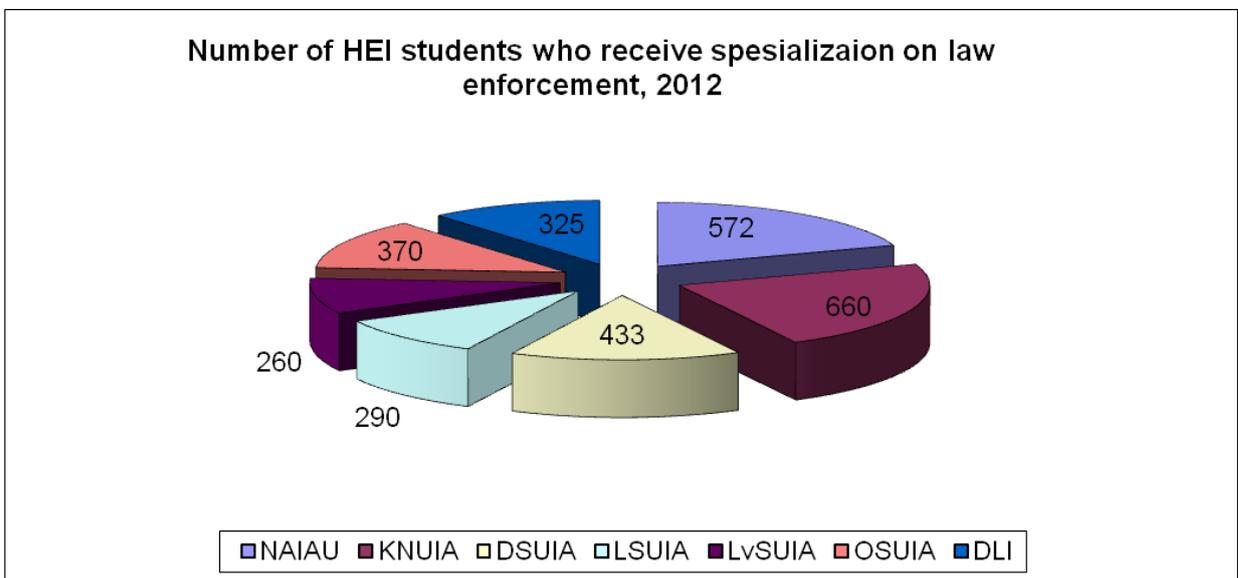
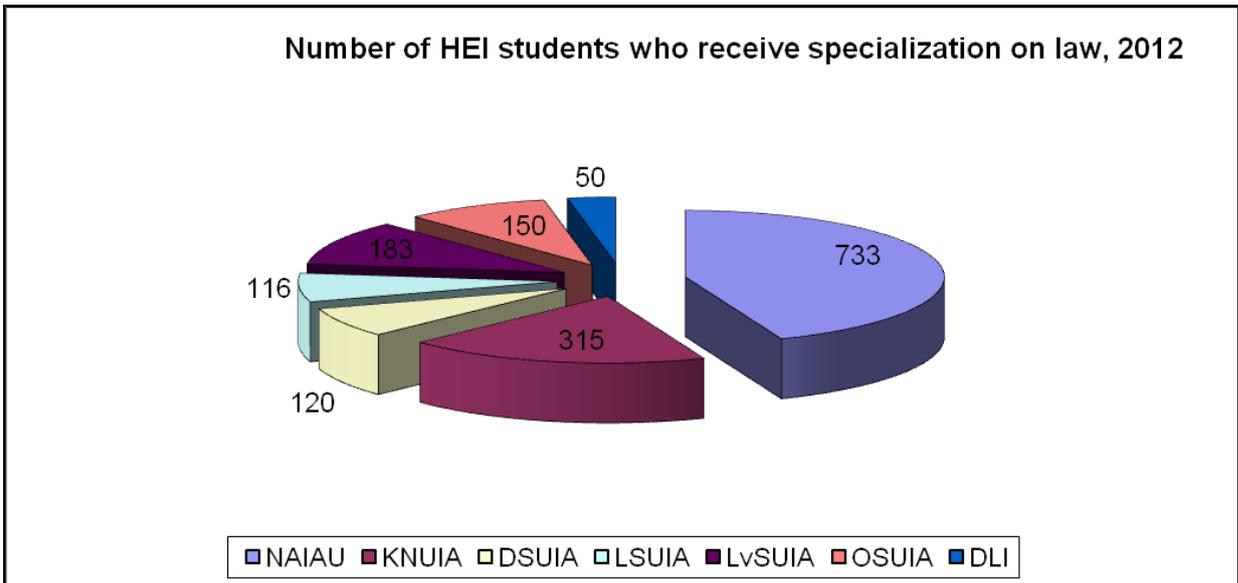
Internship is a final stage of training of professional-to-be. It enables them to acquire certain degree according to direction of specialty of the training. Internship is arranged after theoretical studies and before state examination and writing graduation thesis. Last-year students are referred to internship to city, district and railway offices of law enforcement agencies, where they will be appointed after graduation.

Students take the oath, have the rank, enjoy legal protection and bear full range of responsibilities when performing protection of public order, etc. They are engaged to important field work both at their locations and in other regions of Ukraine. It means that to some extent they are engaged to law enforcement activities and have therefore a risk of contamination together with regular law enforcement staff.

According to the MIA Order “On Public Contract on Training of Staff and Academic Personnel in Higher Educational Institutions of MIA in 2012” No. 672 of 3 August 2012, the government ordered to train 4620 professionals and academic personnel, 2570 of them – on full-time basis.

Nowadays, national professional development system consists of eight sectoral higher educational institutions that provide the respective training:

- National Academy of Internal Affairs
- Kharkiv National University of Internal Affairs
- Dnipropetrovsk State University of Internal Affairs
- Donetsk Legal Institute
- Luhansk State University of Internal Affairs
- Lviv State University of Internal Affairs
- Odesa State University of Internal Affairs
- Academy of Internal Troops (Kharkiv)



1.1. National Academy of Internal Affairs is state higher educational institution of 4th accreditation level. It is a leading academic institution of the MIA system in Ukraine.

The Academy provides education on specialties *Law*, *Law enforcement* and *Psychology* for Bachelor, Specialist and Master degree students and on specialties *Administration in law enforcement* and *Forensic expertise* for Master degree students. It provides both full-time and distance education to law enforcement officers of MIA departments (paid from state budget) and to civilians (paid by individuals and legal entities).

48 departments and 6 scientific laboratories ensure education and academic activities. Another unit of the Academy is Special Peacekeeping Centre that provides training to peacekeeping personnel of the MIA on taking part in international peacekeeping and peacemaking operations. The Academy also encompasses programme of doctoral training and post-graduate military studies, seven academic institutes (of administration, training of professionals for expert and forensic departments, training of professionals for public security forces and internal troops, distance learning, law and psychology, and penitentiary service), faculties for training staff for

departments on combating illicit drug trafficking, staff for special departments, centre for special and physical training, and law lyceum. The Academy has its training departments in Vinnytsia, Zhytomyr, Kirovohrad, Lutsk, Mykolaiv, Mukachevo, Poltava, Rivne, Sevastopol, Ternopol, Khmelnytsky and Cherkasy.

1.2 Kharkiv National University of Internal Affairs is a state multi-discipline academic institution of the MIA. It was established by the Cabinet of Ministers Resolution of 22 November 1994 on the basis of Kharkiv Institute of Internal Affairs. The University was granted national status on 2 March 2001.

The University has a public contract on training professionals on six directions: *Law, Computer sciences, Informational security, Social sciences, and Economics and entrepreneurship*, and nine specialties: law, law enforcement. information management systems and technologies, protection of information of limited access and automatic processing of information, psychology, social sciences, social work, finance, accounting and audit. Graduates may obtain Bachelor, Specialist or Master degree.

Academic activities are arranged in University departments: Education and Scientific Institute for Training of Criminal Police Staff (ESITCPS) and Education and Scientific Institute of Law and Mass Communications (ESILMS), Sumy branch and five faculties: on training investigators, on training public security officers, on distance education of law enforcement officers, psychology, management, social and informational technologies, Yevpatoriya faculty, 18 departments, scientific and research laboratory on prevention of crime and interaction with population, programme of doctoral training and post-graduate military studies, Master training and police lyceum.

Education and Scientific Institute for Training of Criminal Police Staff is a multi-discipline department of KNUIA with more than 1 thousand students.

This Institute runs a scientific and research laboratory on prevention of crime and interaction with population and four departments: department of field and investigation activities, department of humanities and economic disciplines, department of labour and commercial law and department of foreign languages.

The Institute trains professionals of Bachelor degree on *Law* specialty for departments of economic security, criminal investigation, combating illicit drug trafficking, criminal juvenile police and international law enforcement activities (the latter includes advanced study of foreign languages). The Institute creates groups of students with advanced language skills to have an internship in Interpol offices and possibly take part in the UN peacekeeping operations.

Education and Scientific Institute of Law and Mass Communications is a multi-discipline department of KNUIA with more than 5 thousand full-time or distance students who pay for their education by themselves. The Institute trains professionals of Bachelor, Specialist and Master degree.

To get admitted to education at the level of **Bachelor**, one shall have a complete secondary education. The Institute provides full-time and distance training on six directions: law, psychology, social sciences, finance and credit, systems of technical protection of information, computer sciences.

To get admitted to education at the level of **Specialist**, one shall have a basic higher education (Bachelor degree). The Institute provides full-time and distance training on the following directions: law, psychology, social sciences, finance, information management systems and technologies, protection of information of limited access and automatic processing of information.

To get admitted to education at the level of **Master**, one shall have a higher education (Specialist degree). The Institute provides full-time and distance training on the following directions: law, psychology, social work, finance, information management systems and technologies.

Yevpatoriya faculty of Kharkiv National University of Internal Affairs was established upon initiative of Yevpatoriya Mayor and support of President of KNUIA. The respective Order of the Minister of Interior of Ukraine No. 510 was issued on 5 June 2012. This faculty was established on the basis of training and consultation centre of KNUIA in Yevpatoriya. It provides distance training for professionals of Bachelor degree on *Law*. Three departments are operating at the faculty: social and economic studies, criminal and law studies and civic and law studies. Nowadays, almost 500 students are studying at the faculty.

Sumy branch of Kharkiv National University of Internal Affairs provides full-time and distance training on *Law* for approximately 1 thousand students. Three departments are operating at the branch: law studies, social economic studies and humanities.

Kharkiv specialized boarding school “Police lyceum” is a general education institution of 2nd-3rd accreditation level with advanced training on social studies and humanities and under-professional training (advanced law and physical training, development of readiness to serve in law enforcement agencies and of skills necessary for such service).

1.3. Dnipropetrovsk State University of Internal Affairs is a higher educational institution of 4th accreditation level, strong academic facility of Prydniprovskiy region and Ukraine.

The University consists of faculties of criminal police, public security police, training of investigators, distance learning of law enforcement officers and law faculty, and of 42 departments that train legal professionals for all regions of Ukraine. It provides training and for of over 10 thousand students on *Law* (specialties *Law* and *Law enforcement*). Up to 1800 students are admitted annually. They graduate and obtain Bachelor, Specialist and Master degree.

In addition, the University also has a Kryvyi Rih faculty that runs a centre of specialization and professional developmentprofessional development.

1.4 Donetsk Law Institute provides training on *Law* and *Law enforcement* for professionals of Bachelor, Specialist and Master degree. It is composed of six faculties: criminal police, public security police, investigative and forensic, road security, law faculty and distance learning faculty). It also operates a scientific and research laboratory on road security, centre for post-graduate military studies, scientific and research centre for psychotraining technologies, post-graduate training courses, driving school for B, C and D categories and pre-graduate training courses.

Donetsk Law Institute is **one of two academic institutions of MIA that trains forensic experts and the only one that trains professionals for combating offences in the area of intellectual property and high technologies and for state automobile inspection.**

1.5 Luhansk E.Didorenko State University of Internal Affairs is a modern academic facility that provides all stages of higher education (pre-graduate training, master studies, PhD studies and development programmes). It trains professionals for the MIA and civilian lawyers on *Law* and *Law enforcement* specialties. It also trains academic personnel on three scientific specialties. The University consists of the following faculties: criminal police, training of investigators, economic and public security, distance training (with training and consultation centres in Lysychansk and Mykolaiv), and academic institute of law. The latter provides fee-based training to professionals of Bachelor, Specialist and Master degree on *Law* and *Law enforcement* specialties.

According to the Ordinance of Minister for Interior of Ukraine, Luhansk E.Didorenko SUIA is **basic educational institution on training professionals of criminal investigation and field investigation activities.**

1.6 Lviv State University of Internal Affairs is the only one institution in Western Ukraine that provides both public contract and fee-based training for professionals of Bachelor, Specialist and Master degree on law, economics and psychology. It operates two institutes (institute of post-graduate and distance education and education and scientific institute of law, psychology and economics), seven faculties (training of investigators, training of personnel of criminal police, training of personnel of public security police, law, economic, psychology and distance education), centre for PhD and post-graduate military studies, and training centres that provide infrastructure for education and accommodations of students, post-graduate education and professional development for law enforcement staff. University facilities are located in six areas in Lviv and Ivano-Frankivsk cities and Lviv and Ivano-Frankivsk regions.

1.7 Odesa State University of Internal Affairs is one of the oldest academic institutions of MIA. It has 4th accreditation level.

Since establishment, the University has undergone many reforms – from Odesa province school for training junior and senior policemen established on 27 February 1922 to Odesa State University of Internal Affairs set up by the Cabinet of Ministers Resolution No. 77 of 22 February 2008. Nowadays, it is one of the leading academic institutions within the MIA system. According to Ordinance of the Minister for Interior No. 612 of 5 June 2008, this

University is defined as **basic and single institution in Ukraine responsible for training of staff of transport police departments.**

The University consists of Education and Scientific Institute of Security and Law, Crimean faculty (established in Simferopol upon the initiative of President of OSUIA and support of state authorities of the Autonomous Republic of Crimea according to the MIA Order No. 510 of 5 June 2012), four faculties (training of criminal police staff, training of public security police staff, transport police and investigation), faculty of distance studies of law enforcement officers, specialized scientific councils, programme for doctoral, PhD and military post-graduate studies, professional development centre, 21 faculty and four general departments, scientific and research laboratories, departments and technical units. Over 3500 students study there.

1.8. Academy of Internal Troops of MIA is a multi-disciplinary higher educational institution of 4th accreditation level that has a public contract to train officers of all educational and qualification levels (degrees) for internal troops, law enforcement agencies and other military agencies of Ukraine. It provides training on the following directions: *Military administration, Automobile transport, Mechanical engineering-Weapons and military equipment, Management, and Philology*. In addition, this institution provides fee-based training to civilian professional of all educational and qualification levels (degrees) on the following directions: *Automobile transport, Management, and Philology*.

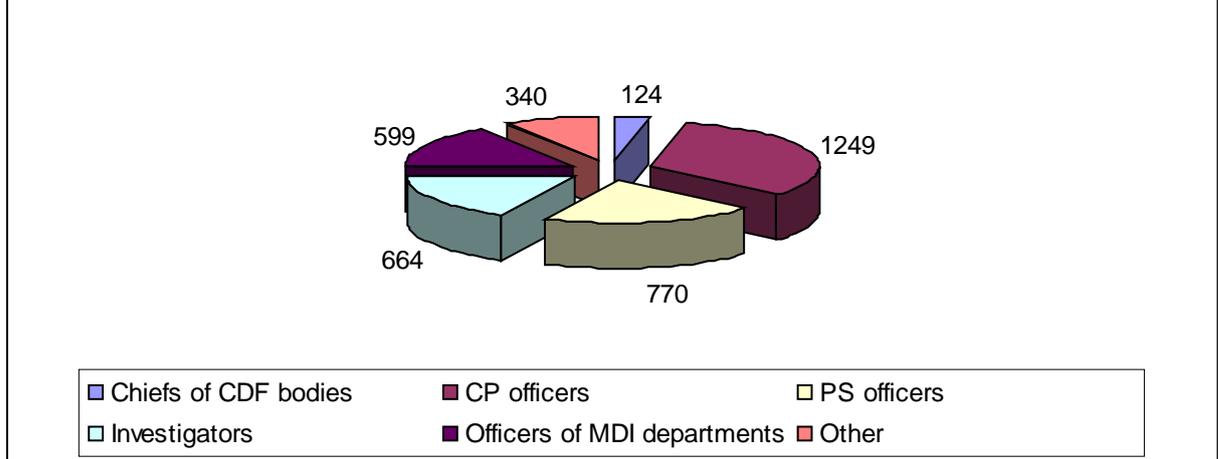
The Academy also trains students of HEI according to reserve officer programme. Total number of all students in the Academy roughly amounts to 2500 students.

2. Professional development training for law enforcement officers

Academic institutions of the MIA contribute significantly to professional development for law enforcement officers.

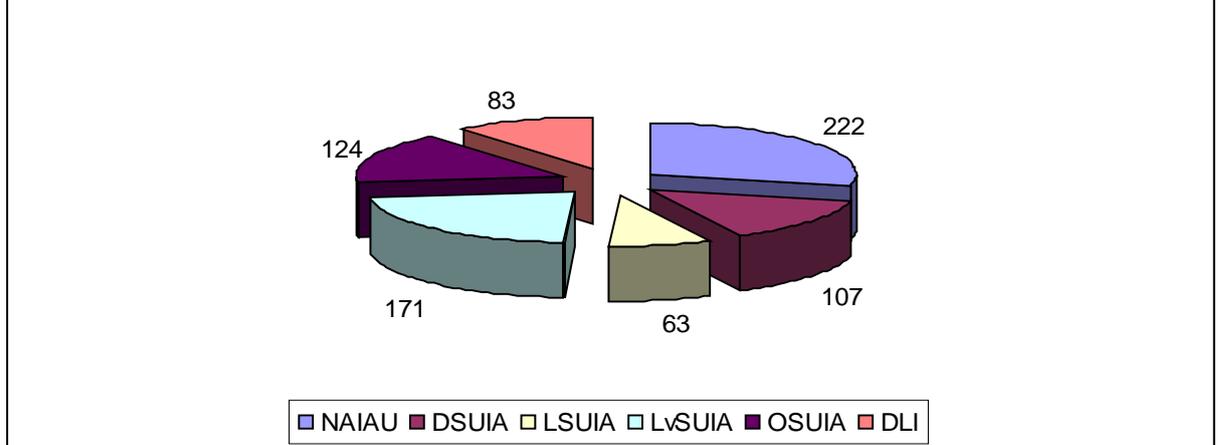
Over 4 thousand law enforcement officers annually build their capacity in the MIA academic institutions. According to Job sheet on professional development and specialization of law enforcement officers in 2013, approved by the MIA Order No. 1218 of 28 December 2012, almost 3746 officers shall pass trainings in 2013, including: 124 chiefs of city, district and frontline law enforcement bodies (CDF), 1249 criminal police officers (CP), 770 public security officers (PS), and 664 investigators, including 599 officers of MIA departments and main departments of interior (MDI) in the regions, and Kyiv and Sevastopol cities.

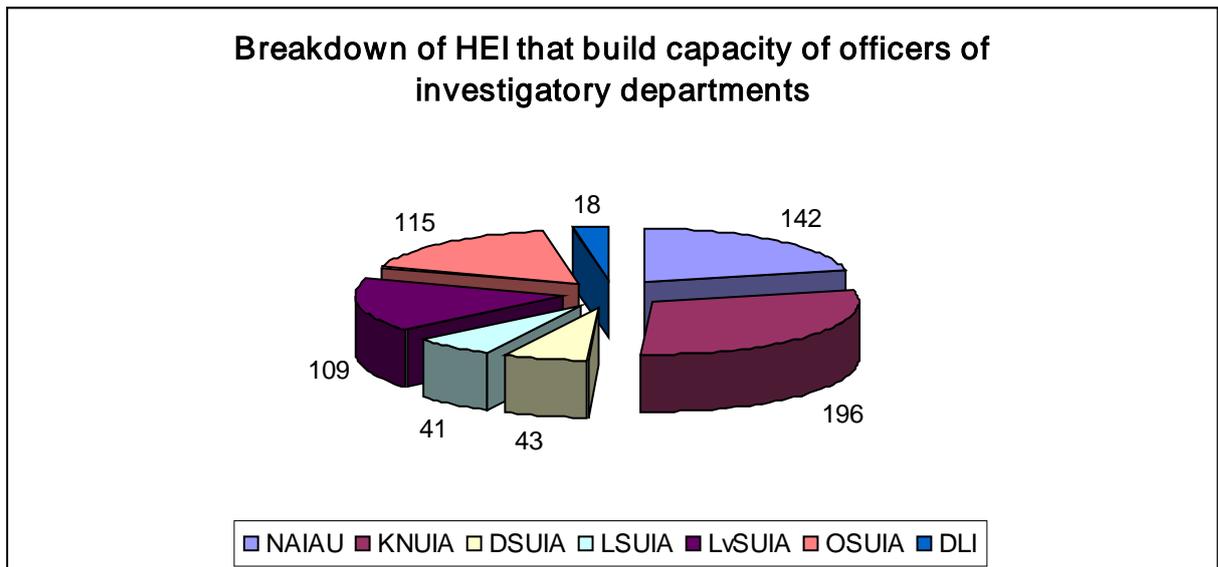
Breakdown of officers who undergo in-service training and capacity building in HEI of MIA (by rank)



Breakdown of officers who underwent in-service training and professional development in MIA academic institutions is as follows: **124 chiefs of city, district and frontline** law enforcement bodies (in NAI AU); **164 officers of DOCC** (in NAI AU); **448 officers of criminal investigation** (133 in NAI AU, 20 in KNUIA, 72 in LvSUIA, 15 in DSUIA, 86 in LSUIA, and 122 in ODUIA); **328 officers of SSCEC** (46 in NAI AU, 153 in LvSUIA, 50 in LSUIA, and 85 in ODUIA); **133 officers of DCIDT** (in NAI AU); **30 officers of departments on combating cyber crime** (in KNUIA); **146 officers of CJP** (in NAI AU); **570 public security police officers** (177 in NAI AU, 107 in LvSUIA, 76 in DSUIA, 23 in DLI, 63 in LSUIA, and 124 in ODUIA); **199 SAI officers** (in DLI); **664 investigators** (142 in NAI AU, 196 in KNUIA, 109 in LvSUIA, 43 in DSUIA, 18 in DLI, 41 in LSUIA, and 115 in ODUIA); **222 officers of headquarters and front offices** (100 in NAI AU, 41 in LvSUIA, 25 in DSUIA, 14 in LSUIA, and 42 in ODUIA); **101 officer of staff departments** (in NAI AU); **126 officers of SRSEFC** (99 in NAI AU and 27 in KNUIA); **91 officer of migration control police** (27 in NAI AU and 64 in LvSUIA), **78 SPF officers** (18 in NAI AU and 60 in DLI) and ---- officers of other departments, including **599 officers of MIA departments** and main departments of interior (MDI) in regions, Kyiv and Sevastopol cities.

Breakdown of HEI that build capacity of public security police officers





3. Summary (Conclusions)

The MIA academic institutions train professionals for law enforcement agencies according to public contract and their respective specialization:

National Academy of Internal Affairs is a leading academic institution of the MIA that provides distance education and professional development trainings to heads of city, district and frontline law enforcement bodies, criminal police officers, public security police officers and internal troops, investigators, officers of expert and forensic departments, law and psychology departments, penitentiary institutions, and law enforcement officers.

Kharkiv National University of Internal Affairs is multi-disciplinary academic institution of the MIA that provides distance education and professional development trainings to staff of criminal police departments, law and mass communications, investigation departments, public security police departments, psychology, management, social and informational technologies departments, and law enforcement officers.

Lviv State University of Internal Affairs is the only one institution in Western Ukraine that provides distance education to law enforcement officers, in particular, for officers of criminal police, public security police officers, investigators, lawyers, economists, psychologists, law enforcement departments and civilians.

Dnipropetrovsk State University of Internal Affairs as a basic institution responsible for training of public security police officers provides distance education and professional development trainings to criminal police officers, officers of public security police and investigation departments, and law enforcement officers.

Luhansk E.Didorenko State University of Internal Affairs as a basic educational institution on training professionals of criminal investigation and field investigation activities provides distance education to criminal police officers, officers of economic and public security police and investigation departments, and law enforcement officers.

Odesa State University of Internal Affairs as a basic and single institution in Ukraine responsible for training of staff of transport police departments provides education and professional development trainings to criminal police officers, officers of public security police, transport police, investigation departments, and law enforcement officers.

Donetsk Law Institute as one the only one institution that trains professionals for combating offences in the area of intellectual property and high technologies and for state automobile inspection and one of two institutions that trains officers of SAI provides education and professional development trainings to criminal police officers, officers of public security police, expert forensic departments, departments on combating offences in the area of intellectual property and high technologies and of SAI departments.

Academy of Internal Troops of MIA (Kharkiv) is a multi-disciplinary higher educational institution that train officers for internal troops, law enforcement agencies and other military agencies of Ukraine. It provides training on the following directions: *Military administration, Automobile transport, Mechanical engineering-Weapons and military equipment, Management, and Philology.*

This approach enables the MIA education system to provide high-quality education of professionals for own needs and for the needs of government bodies and bodies of local self-government.

II. GENERAL OVERVIEW AND ANALYSIS OF PROFESSIONAL DEVELOPMENT PROGRAMMES

for law enforcement officers on HIV/AIDS and observance of human rights with regard to HIV/AIDS in working with vulnerable groups

2.1. In-service training of law enforcement officers

In-service training of law enforcement officers encompasses a system of measures aimed at development and update of knowledge and skills necessary to successfully perform field and service duties.

According to Regulations “On Organization of Professional Training for Rank and Senior Officers of Law Enforcement Agencies of Ukraine”, approved by the MIA Order No. 318 of 13 April 2012, in-service training system includes:

- School of operation professionalism (SOP)
- Functional training
- Tactical and special training
- Psychological training
- Weapons training
- Physical training
- General training (including training on communication and special equipment, medical training and life safety).

In-service training of law enforcement officers is to be arranged weekly in office hours. These are heads of departments, main departments and independent departments and units of the MIA and regional departments, heads of HEI of the MIA, and heads of city, district and frontline law enforcement bodies and units that are responsible for organization of in-service training. Academic year starts on 1 September and ends on 15 May of next year.

According to recommendations approved by the Order, breakdown of in-service training hours is as follows: SOP – 24 hours, functional training – 22 hours, tactical and special training – 24 hours, general training – 24 hours (including 10 hours for medical training and 15 hours for life safety training).

Topics and number of training classes are planned in accordance with specialization of certain departments and institutions. It makes:

- For officers of documentary support departments – 12 topics
- For officers of staff departments – 38 topics
- For officers of legal support departments – 29 topics
- For officers of criminal investigation departments – 32 topics
- For officers of departments on combating illicit drug trafficking – 33 topics
- For officers of departments on combating human trafficking – 26 topics
- For officers of criminal juvenile police – 30 topics
- For officers of departments on combating economic crime – 36 topics
- For officers of departments on combating organized crime – 33 topics

- For officers of public security departments:
 - for patrol officers – 18 topics
 - for guard officers, officers or special departments and court police – 20 topics
 - for officers of SPF “Berkut” – 19 topics
- For officers of departments on prevention of crime – 42 topics
- For officers of animal police departments – 17 topics
- For officers of investigation departments – 18 topics
- For officers of departments of Ukrainian Bureau of Interpol – 20 topics
- For officers of information and analytical support departments – 32 topics
- For officers of material support departments – 49 topics
- For officers of PR departments – 26 topics
- For officers of Department of Financial Inspection – 24 topics
- For officers of state guard service departments – 31 topic
- For officers of departments of State Automobile Inspection – 23 topics
- For officers of staff departments – 43 topics
- For officers of scientific and research expert forensic centres – 180 topics
- For officers of departments of internal security – 9 topics.

The following topics are **mandatory** in the functional training curricula for law enforcement officers:

1. International standards of human rights. International legal acts and key instruments on human rights and freedoms (*Definition and analysis of international human rights standards, universal international legal acts on human rights and freedoms (UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, Universal Declaration of Human Rights, etc). Regional human rights standards. International human rights bodies and organizations*).
2. Rights and responsibilities of Ukrainian citizens, foreigners and stateless persons and their differences. Legislative requirements with regard to migrants and asylum seekers.
3. Problems of combating racism, racial discrimination and xenophobia
4. Role and functions of law enforcement agencies of Ukraine in ensuring human rights and freedoms (*Definition and main attributes of law enforcement activities. System of law enforcement agencies of Ukraine. Main rights and freedoms of citizens. National and international law enforcement mechanisms. Main directions of ensuring human rights by law enforcement agencies of Ukraine. Forms and methods of law enforcement activities on ensuring fundamental rights and freedoms. Procedures of ensuring human rights. Human rights guarantees in field investigation activities. Improvement and development of law enforcement activities in terms of ensuring fundamental rights and freedoms*).
5. Constitutional and legal aspects of gender policies (*Historical background of development and regulation of women’s rights. Definition and contents of gender policies. Main direction of international policy on ensuring gender equality. Implementation mechanisms of international instruments on women’s rights at the national level. Economic, political and other manifestation of gender discrimination. Preventing violence against women as integral part of law enforcement activities. Strategic ways of solving problems provoked by gender stereotypes*).

Neither of numerous topics mandatory in the functional training curricula concerns HIV/AIDS and observance of human rights with regard to HIV/AIDS in working with vulnerable groups. Notwithstanding, there are neighbour topics that can elaborate on HIV/AIDS and vulnerability issues if the respective changes are introduced, namely:

For officers of public security departments:

- Instruction on measures of personal security of the MIA law enforcement officers during performing their service duties. Ensuring personal security of law enforcement officers.

For officers of departments on prevention of crime:

- Order on detention of citizens who committed offences. Physical action, special measures and weapons (the Law of Ukraine “On Militia”, Chapter 3). Instruction of the MIA “On Informing Detained Persons about their Rights during Detention due to Suspect of Crime or Committing Administrative Offence” No. 338 of 18 April 2006
- Main provisions of the Order of the President of Ukraine “On Measures to Ensure Personal Security of Citizens and Combating Crime” No. 1119 of 19 July 2005
- The Law of Ukraine “On Mental Care” No. 1489-III of 22 February 2000. Instruction of the Ministry of Health of Ukraine and Ministry of Internal Affairs of Ukraine “On Measures and Organization of Cooperation between Healthcare and Law Enforcement Facilities on Prevention of Dangerous Actions of Persons Suffering from Severe Mental Disorders” No. 346/877 of 19 December 2000.

For officers of investigation departments

- Procedural order of observing the terms of pre-trial investigation and detention of suspects stipulated by the law. Extension of the terms of pre-trial investigation and detention of suspects
- Investigation of crimes related to illicit trafficking in narcotic drugs, psychotropic substances, their analogues and precursors.

For officers of PR departments

- International legal acts and key instruments on human rights and freedoms.

For officers of departments of State Automobile Inspection

- Actions of road patrol service units after obtaining information about road accidents, personal security measures of patrol officers during road surveillance.

For officers of staff departments

- The MIA legal framework on observing constitutional rights and freedoms of citizens in law enforcement activities. Fulfilment of provisions of the MIA Ordinance “On Additional Measures to Prevent Torture and Cruel Treatment in Law Enforcement Activities” No. 329 of 31 March 2011
- Prevention of negative mental and emotional conditions through the development of positive thinking in law enforcement activities. Emotional management techniques
- Order of investigation and recording of accidents, occupational diseases and emergencies in law enforcement agencies and departments of the MIA.

According to the Programme of primary training (specialization) of newly recruited officers of criminal investigation departments, DOCC, SSCEC, DCIDT and CJP, approved by the MIA Order No. 1218 of 28 December 2012, Model thematic plans are elaborated. These plans include a number of special disciplines: Fundamentals of constitutional law, Administrative law

of Ukraine, Administrative activities in law enforcement agencies, Management of law enforcement agencies, Fundamentals of democracy, General physical training, Special physical training, Weapons training, Special equipment and communication tools, Informatics, First aid, Forensic medicine, Fundamentals of life safety, Statutes of law enforcement agencies, Drill trainings, Psychological resistance, Ukrainian official communication, Field investigation psychology, Field investigation activities, Criminal law, Criminal procedure, Forensic science, and Training practice. This curriculum amounts to 754 hours, including **214** hours of lectures, **110** hours of seminars, **368** hours of practical classes, **56** hours of credits and **6** hours of exams.

Some of these disciplines have topics that are directly related to HIV/AIDS, but neither of them actually concerns these issues. They are:

Discipline	Topics	Number of hours
Fundamentals of constitutional law	Ensuring human rights in law enforcement activities	6
	International legal acts on ensuring human rights and freedoms	4
Administrative activities in law enforcement agencies		
First aid	Examination of a victim at scene of crime	1
	First aid at cardiorespiratory arrest	2
	First aid at sprain and fracture. Rules of immobilization and transportation of a victim	4
	Wounds, kinds and signs of wounds, rules of addressing wounds and dressing. Bleeding. Kinds and signs of bleeding, methods of bleeding control, applying of tourniquet and tight dressing	2
	First aid at mechanical asphyxia, drowning, convulsions and faintness	1
	First aid at intoxication (alcohol, CO, ethylene glycol, petrol, food)	1
	First aid to victims with psychogenic reactions	1
Forensic medicine	Method of external examination of a dead body at scene of crime	2
Fundamentals of life safety	Protection of population from industrial emergencies. Protection of population from social catastrophes. Actions of law enforcement officers in case of group violations of public order and mass disorders	4
Criminal law	Crimes against life and health of a person	4
	Crimes related to illicit trafficking in narcotic drugs, psychotropic substances, their analogues and precursors, other crimes against health of	4

	population	
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2.2. Knowledge and information needs of professors, students and law enforcement officers in terms of HIV/AIDS

During discussions on introducing thematic materials on HIV/AIDS in the curricula of the MIA academic institutions, the professors reported that they were ready to do it, but only when the respective decision would be taken by management of the MIA or respective academic institution (due to administrative subordination).

Professors also inform that they need relevant informational materials and guides, consultations and training, and the respective increase of cumulative hours to ensure high-quality teaching on HIV/AIDS and observance of human rights.

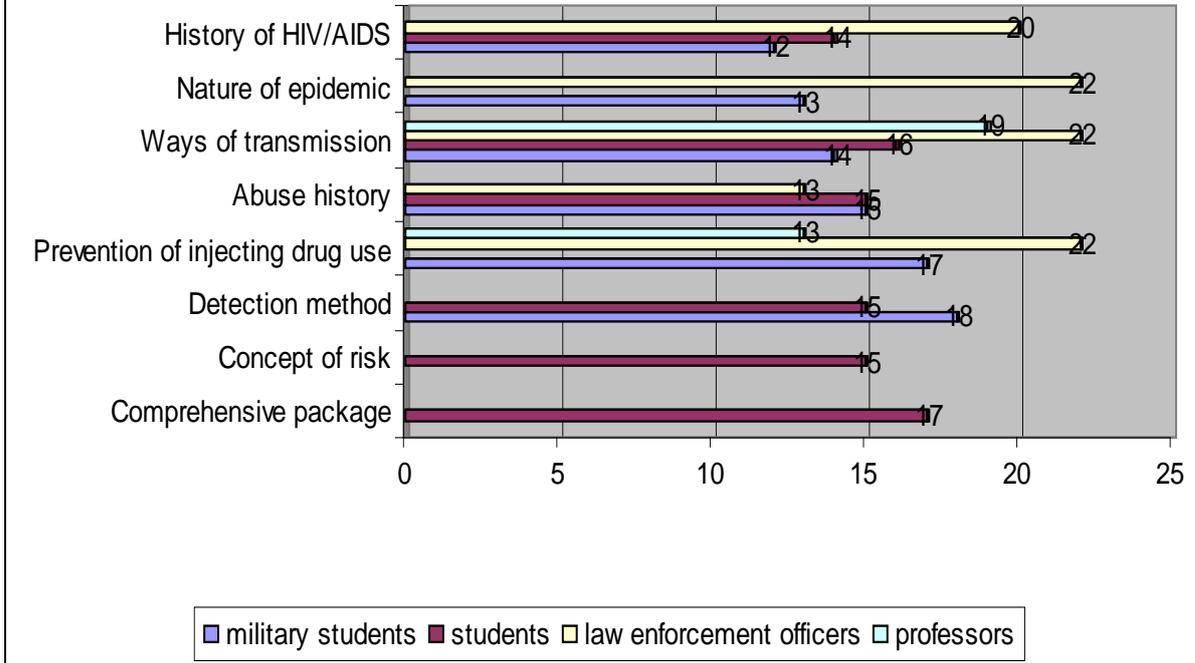
During the meeting with graduates of HEI of the MIA and law enforcement officers on discussion of HIV/AIDS issues, it was found out that they **need more information** about:

- the history of HIV/AIDS and HIV epidemics
- ways of HIV transmission, prevention and express diagnosis and treatment of HIV/AIDS
- history of injecting drug use, prevention and treatment of injecting drug use
- paradigms of drug policy (reduction of demand, reduction of supply, harm reduction)
- concepts of risk and vulnerability.

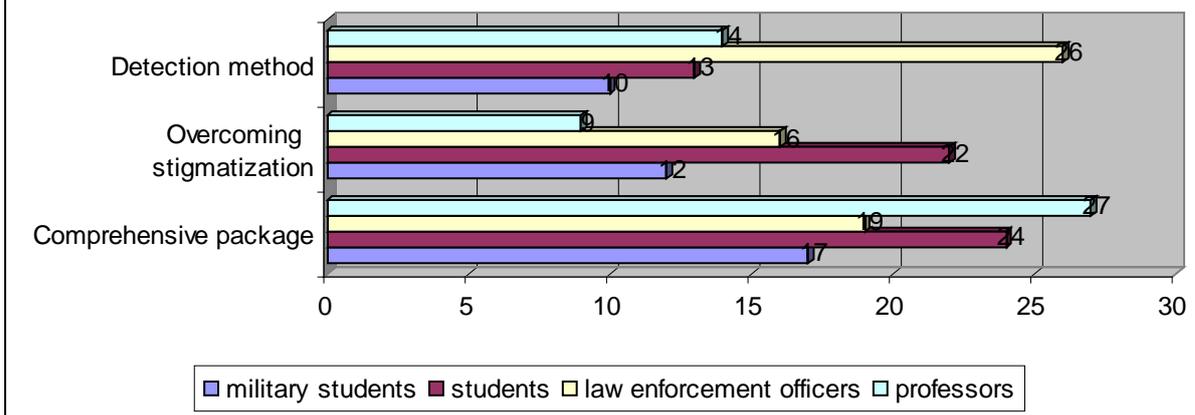
They also **do not mind obtaining more information** about:

- method of early detection of high-risk groups and engaging them into prevention and treatment programmes
- overcoming stigmatization and discrimination and negative attitudes to people living with HIV and to injecting drug users
- international and national legal framework of comprehensive package of HIV prevention and treatment.

Correlation of information provided by professors and needed by law enforcement officers



Correlation of information provided by professors and needed by law enforcement officers



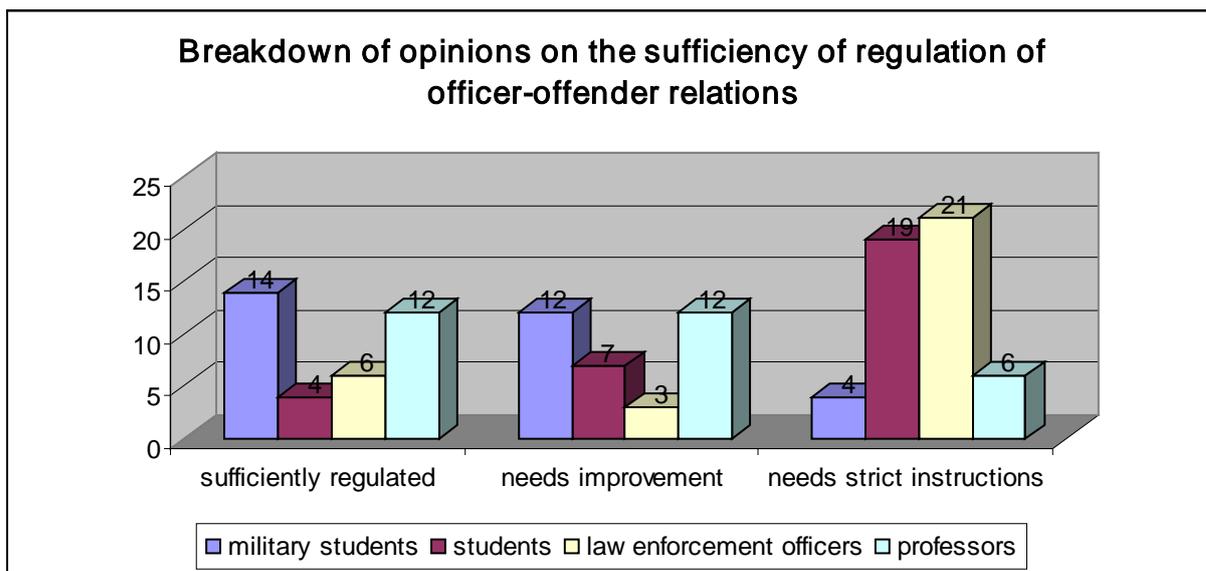
Opinion of law enforcement officers on the role of their respective bodies in prevention of HIV/AIDS and illicit drug abuse, on sufficiency of regulation of relations between officers and offenders and on safe behaviour with regard to HIV/AIDS allowed for identification of discrepancies that depend on the professional experience.

The officers who serve for 5-10 years indicated that **strict instructions** on the relations algorithm between officers and offenders are necessary. It is due to problems with ensuring

human rights that they faced during routine activities and at communication, detention and guarding drug addicts and PLWH.

Opinion of civilians who recently graduated from HEI of the MIA with regard to the **need for strict instructions** is based on their professional experience in commercial sector (in attorneys and notary offices, legal consultations, etc) and courts (assistance to judge, secretary of court proceedings, etc). They usually deal with complaints of vulnerable groups on the attitudes and actions of law enforcement officers.

Professors and graduates of the MIA academic institutions having the same theoretical background share the same opinion on sufficiency of regulation of relations between officers and offenders.

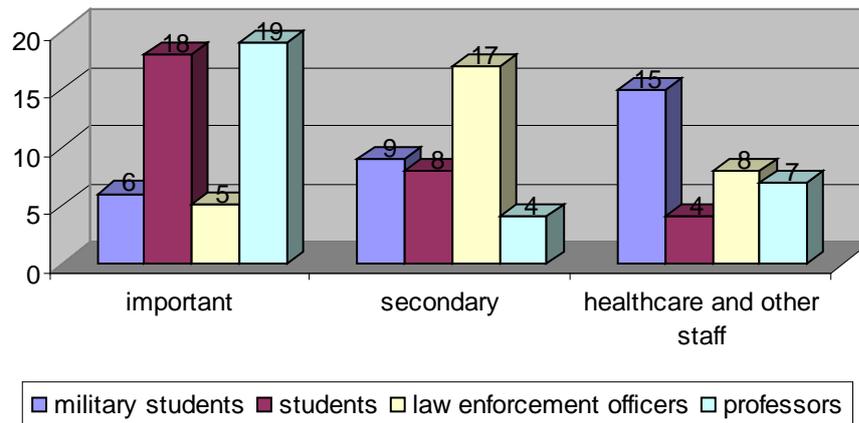


The opinions of graduates and professors of HEI and of law enforcement officers also differ with regard to the role of law enforcement agencies in prevention of HIV/AIDS.

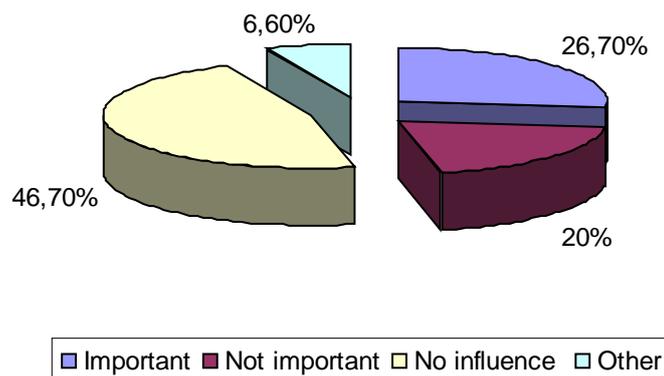
Graduates (civilian) and professors who tend to stand on theoretical framework consider that these agencies play one of pivotal roles in HIV/AIDS prevention, whereas law enforcement officers and graduates (former military students) consider it secondary, stating that these are healthcare staff and social service staff who should take care of it.

When it comes to the amount of information about correlation between the nature of HIV/AIDS epidemics, ways of HIV transmission, prevention and treatment and observance of human rights, only 26.7% of graduates (former military students) consider it important, 20% find it not important and 46.7% note that there is no correlation at all.

Breakdown of opinions on role of law enforcement agencies in prevention of HIV/AIDS



Breakdown of opinions of military students-graduates about the influence of information on observance of human rights

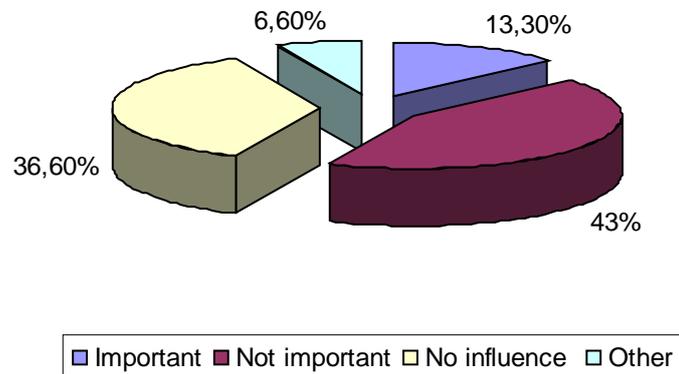


Breakdown of opinions of law enforcement officers on the same issue was something different. Only 13.3% respondents stated that the nature of epidemic, ways of HIV transmission, prevention and treatment, etc have significant influence on observance of human rights. 43.3% consider this influence not important, and 36.6% reported that there was no influence at all.

2% of graduates pointed out that it was not the amount but the quality of information about the nature of epidemic, ways of HIV transmission, prevention and treatment, etc that had an influence on observance of human rights.

Therefore, it should be noted that training programmes and curricula of HEI of the MIA lack systemic and unified approach to training on HIV/AIDS and observance of human rights when working with vulnerable groups.

Breakdown of opinions of law enforcement officers about the influence of information on observance of human rights



CONSEQUENTLY, THE FOLLOWING PROBLEMS REQUIRE SOLUTIONS:

- Overcoming stigmatization and discrimination and negative attitudes to PLWH and IDU
- Management of the MIA and of academic institutions shall take decisions on the necessity to include HIV/AIDS issues into training programmes and curricula, and on the respective amount of training materials
- Lack of the relevant informational and guiding materials and special literature
- Increasing of cumulative hours to ensure high-quality training on HIV/AIDS and observance of human rights
- Lack of unified systemic approach to development of training programmes
- Lack of strict instructions on the algorithm of interaction with vulnerable groups
- Under-estimation of the importance of step-by-step instruction on preventing of HIV/AIDS and hepatitis infection during service and on post-exposure prophylaxis.

CONCLUSIONS

- a) Training plans and curricula of HEI of the MIA (except for NAIAU) pay little attention to HIV/AIDS issues with regard to current development of epidemic
- b) Amount and quality of knowledge of the HEI students on HIV/AIDS issues and observing human right in working with vulnerable groups is definitely insufficient
- c) Current curricula and training programmes require update and improvement
- d) Professional development programmes for law enforcement officers do not contain enough information on HIV/AIDS that negatively affects the observance of human rights in working with vulnerable groups
- e) Professors of HEI need consultations and trainings, informational and guiding materials and the respective literature.

RECOMMENDATIONS

on putting more focus on HIV/AIDS and injecting drug use issues into the updated training programmes and curricula

With due regard of current epidemics and HIV/AIDS preventive efforts and of the tasks of law enforcement bodies on prevention of drug crime and related problems, it is recommended that the management of the MIA and of its HEI consider the inclusion of certain topics on HIV/AIDS and observance of human rights in working with vulnerable groups into their respective training programmes and curricula (specialization and professional development) for law enforcement officers.

It is proposed to update current programmes and curricula by expanding the respective training materials and providing detailed information and statistics on the main problems of prevention of HIV/AIDS and of stigmatization and discrimination against vulnerable groups.

Currently studied		We propose to include	
Topic	No. of acad. hours	Topic	No. of acad. hours
FUNDAMENTALS OF CONSTITUTIONAL LAW			
Ensuring human rights in law enforcement activities	6	Overcoming stigmatization and discrimination against PLWH and IDU	4
International legal acts on human rights and freedoms	4	International legal acts of comprehensive package of HIV prevention and treatment	8
		National measures in response to HIV/AIDS epidemic	4
ADMINISTRATIVE ACTIVITIES IN LAW ENFORCEMENT AGENCIES			
		Fundamentals of HIV/AIDS. Role of law enforcement in prevention of HIV and drug abuse	2
		Paradigms of drug policy (reduction of supply and demand, harm reduction)	4
FIRST AID			
The most common STI and AIDS			
HIV/AIDS problems. Etiology, pathogenesis and ways of HIV			

transmission			
Prevention of HIV/AIDS and forming safe behaviours of law enforcement officers			
Prevention of HIV/AIDS and forming safe behaviours of law enforcement officers			
		Particularities of first aid to victims that have HIV/AIDS and concomitant diseases. Ways of HIV transmission	4
LIFE SAFETY			
Harmful factors and their impact on law enforcement officers	2	Prevention of HIV/AIDS in routine activities and private life of police officers	2
Protection of population from industrial emergencies. Protection of population from social catastrophes. Actions of law enforcement officers in case of group violations of public order and mass disorders	4		
NARCOLOGY			
Legal framework of medical problems of drug abuse. Clinical signs of the most common types of drug abuse. Drug abuse and HIV/AIDS	6		
		Approaches to understanding drug dependency, history of injecting drug use, prevention and treatment of injecting drug use	4
FORENSIC MEDICINE			
Method of external examination of a dead body at scene of crime	2		
		Typical signs for detection of high-risk group in conducting primary examination and forensic expertise to detect intoxication and suability	2

PREVENTION OF CRIME			
Prevention of negative social factors related to crime	6		
		Prevention and treatment of injecting drug use and HIV/AIDS	6
		Comprehensive package to prevention and treatment of HIV and national legal framework	4
FORENSIC EXPERTISE OF NARCOTIC DRUGS, PSYCHOTROPIC SUBSTANCES, THEIR ANALOGUES AND PRECURSORS			
Rules of collection of sample, obtaining, storage, use and removal of narcotic drugs, psychotropic substances, their analogues and precursors	4		
		Concept of defence at detection and research of new psychoactive substances that may provoke HIV epidemic	4
INTERNATIONAL LAW			
		International law and HIV/AIDS (conventions, resolutions, declarations, treaties)	4
LABOUR LAW			
Legal framework of employment of population		Line of duty and social protection of law enforcement officers	2
Industrial health service. Surveillance and control over labour legislation		Particularities of job safety of HIV-infected officers	
Labour disputes (conflicts) and ways to solve them		Particularities of labour conflicts with HIV-infected officers and ways to solve them	
FIELD INVESTIGATION ACTIVITIES			

		Observing human rights prevention and detection of crimes related to illicit trafficking in narcotic drugs, psychotropic substances, their analogues and precursors	2
		Personal security measures when working with vulnerable groups	2
FIELD INVESTIGATION PSYCHOLOGY			
		General legal and ethical considerations in obtaining field information from IDU and HIV-infected persons, prevention of ethical and psychological violence	2
CRIMINAL SCIENCE			
		International cooperation on combating drug-crime and prevention of HIV/AIDS epidemic	2
		Prevention of drug abuse and HIV/AIDS as a component of prevention of crime related to illicit drug trafficking	2

It is proposed to update (expand) the topics of in-service training for law enforcement officers as follows.

Currently studied		We propose to include	
Topic	No. of acad. hours	Topic	No. of acad. hours
FOR OFFICERS OF PUBLIC SECURITY DEPARTMENTS			
Instruction on measures of personal security of the MIA law enforcement officers during performing their service duties. Ensuring personal security of law enforcement officers		Overcoming stigmatization and discrimination against PLWH and IDU	30 min
FOR OFFICERS OF DEPARTMENTS ON PREVENTION OF CRIME			

Order on detention of citizens who committed offences. Physical action, special measures and weapons (the Law of Ukraine “On Militia”, Chapter 3). Instruction of the MIA “On Informing Detained Persons about their Rights during Detention due to Suspect of Crime or Committing Administrative Offence” No. 338 of 18 April 2006		Methods of prevention and treatment of drug addiction and HIV/AIDS through OST and ART	45 min
Main provisions of the Order of the President of Ukraine “On Measures to Ensure Personal Security of Citizens and Combating Crime” No. 1119 of 19 July 2005		Concepts of risks and vulnerability with regard to HIV/AIDS	30 min
The Law of Ukraine “On Mental Care” No. 1489-III of 22 February 2000. Instruction of the Ministry of Health of Ukraine and Ministry of Internal Affairs of Ukraine “On Measures and Organization of Cooperation between Healthcare and Law Enforcement Facilities on Prevention of Dangerous Actions of Persons Suffering from Severe Mental Disorders” No. 346/877 of 19 December 2000		Approaches to understanding drug dependency as a disease that needs comprehensive prevention and treatment	45 min
FOR OFFICERS OF INVESTIGATION DEPARTMENTS			
Procedural order of observing the terms of pre-trial investigation and detention of suspects stipulated by the law. Extension of the terms of pre-trial investigation and detention of suspects		Ensuring the access of detained/arrested PLWH and IDU to health care and continuity of OST and ART	30 min
Investigation of crimes related to illicit trafficking in narcotic drugs, psychotropic substances, their analogues and precursors		Paradigms of drug policy (reduction of supply and demand, harm reduction)	45 min
FOR OFFICERS OF PR DEPARTMENTS			

International legal acts and key instruments on human rights and freedoms		Legal framework of international and national measures in response to HIV/AIDS	90 min
FOR OFFICERS OF DEPARTMENTS OF STATE AUTOMOBILE INSPECTION			
Actions of road patrol service units after obtaining information about road accidents, personal security measures of patrol officers during road surveillance		Ways of transmission of HIV/AIDS and other incurable maladies (tuberculosis, hepatitis, etc)	45 min
FOR OFFICERS OF STAFF DEPARTMENTS			
The MIA legal framework on observing constitutional rights and freedoms of citizens in law enforcement activities. Fulfilment of provisions of the MIA Ordinance “On Additional Measures to Prevent Torture and Cruel Treatment in Law Enforcement Activities” No. 329 of 31 March 2011		Prohibition to refuse arrested/detained PLWH and IDU in obtaining OST and ART medicines as a prevention of cruel treatment and abuse of power	45 min
Prevention of negative mental and emotional conditions through the development of positive thinking in law enforcement activities. Emotional management techniques		Mental and behavioural disorders provoked by abuse of psychoactive substances and in AIDS patients	45 min
Order of investigation and recording of accidents, occupational diseases and emergencies in law enforcement agencies and departments of the MIA		Order of documenting the fact of HIV infection during line of duty or performing duty service	30 min
TOPICS FOR MANDATORY INCLUSION IN THE FUNCTIONAL TRAINING CURRICULA FOR LAW ENFORCEMENT OFFICERS			
International standards of human rights. International legal acts and key instruments on human rights and freedoms (<i>Definition and analysis of international human rights standards, universal international legal acts on human rights and freedoms (UN Convention against Torture and Other Cruel, Inhuman</i>			

<p><i>or Degrading Treatment or Punishment, Universal Declaration of Human Rights, etc). Regional human rights standards. International human rights bodies and organizations).</i></p>			
<p>Rights and responsibilities of Ukrainian citizens, foreigners and stateless persons and their differences. Legislative requirements with regard to migrants and asylum seekers.</p>			
<p>Problems of combating racism, racial discrimination and xenophobia</p>			
<p>Role and functions of law enforcement agencies of Ukraine in ensuring human rights and freedoms (<i>Definition and main attributes of law enforcement activities. System of law enforcement agencies of Ukraine. Main rights and freedoms of citizens. National and international law enforcement mechanisms. Main directions of ensuring human rights by law enforcement agencies of Ukraine. Forms and methods of law enforcement activities on ensuring fundamental rights and freedoms. Procedures of ensuring human rights. Human rights guarantees in field investigation activities. Improvement and development of law enforcement activities in terms of ensuring fundamental rights and freedoms</i>)</p>			
<p>Constitutional and legal aspects of gender policies (<i>Historical background of development and regulation of women's rights. Definition and contents of gender policies. Main direction of international policy on ensuring gender equality. Implementation mechanisms of international</i></p>			

<i>instruments on women's rights at the national level. Economic, political and other manifestation of gender discrimination. Preventing violence against women as integral part of law enforcement activities. Strategic ways of solving problems provoked by gender stereotypes)</i>			
		Overcoming stigmatization and discrimination against PLWH and IDU	30 min
		Cooperation between law enforcement agencies and NGOs on prevention of drug abuse and HIV/AIDS	30 min
		Observing human rights when working with groups vulnerable to HIV/AIDS and drug abuse	45 min

Together with update of current training programmes and curricula, it is proposed to:

- **Develop instructions** for algorithm of relations between law enforcement officers and vulnerable populations;
- **Contribute to development** of step-by-step instructions on prevention of HIV/AIDS and hepatitis contamination during service and on post-exposure prophylaxis (with due regard of positive experience of other countries and recommendations of Global Commission on Drug Policy and UNODC);
- Ensure **systemic and unified approach** to development of special package of training programmes on HIV/AIDS and observing human rights of PLWH and IDU;
- Find a possibility **to increase the cumulative hours** in certain disciplines to ensure high quality of training on HIV/AIDS and observance of human rights, in particular within **Fundamentals of constitutional law, Administrative activities in law enforcement agencies, First aid, Forensic medicine and Life safety.**

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