

NETFLIX

A NETFLIX DOCUMENTARY

E-TEAM

GOING BEHIND THE LINES TO EXPOSE
CRIMES AGAINST HUMANITY

STUDY GUIDE



A FILM BY KATY CHEVIGNY & ROSS KAUFFMAN



RED LIGHT FILMS



FILM DESCRIPTION

Anna, Ole, Fred and Peter are four members of the Emergencies Team — or E-Team — the boots on the ground division of a respected international human rights group. Arriving as soon as possible after allegations of human rights abuse surface, the E-Team uncovers crucial evidence to determine if further investigation is warranted and, if so, to investigate, document, and capture the world's attention. They also immediately challenge the responsible decision-makers, holding them accountable. Human rights abuses thrive on secrecy and silence, and the work of the E-Team, backed by their international human rights organization, has shone light in dark places and given voice to thousands whose stories would never otherwise have been told.

investigators in the field as they piece together the actual events that take place in various troubled spots around the globe. Together the researchers and camera crew smuggle across the border into Syria to conduct undercover investigations as the civil war rages; amidst bullets and bombs we watch as Fred and Peter work to halt human rights abuses in the aftermath of the Gaddafi regime. We also spend time with each E-Team member at home -- from a quiet farm outside of Geneva to bustling urban lives in Berlin and Paris -- as they balance the intricacies of family and personal relationships within the challenges of their exceptional work life. Though they are different personalities, Anna, Ole, Fred and Peter share a fearless spirit and a deep commitment to exposing and halting human rights abuses all over the world.

Using a cinema *verite* approach, the camera follows the E-Team



Filmmakers' Note: This is the first time the international human rights group, Human Rights Watch, has ever granted independent access to a film crew. To be perfectly clear, E-TEAM is a completely independent film and the filmmakers are committed to portraying the complexity, difficulty and importance of human rights work, not in lionizing a well-known organization.

To learn more about the filmmakers please visit us online at www.eteamfilm.com

CONFLICT TIMELINES

SYRIA

- 2000** Bashar Al Assad succeeds his father as President of Syria.
- 2011** Inspired by protests in other Arab countries and outraged by the detention and torture of several teenagers, anti-government protests erupt.
- 2011** Syrian authorities use excessive force against largely peaceful protestors and conduct mass arrests.
- 2012** The opposition movement becomes increasingly violent. Government forces start using air attacks that injure and kill hundreds of civilians. The situation in Syria turns into an armed conflict.
- 2013** Syrian government forces launch chemical weapons attack.
- 2014** The extremist group Islamic State (IS) increases the area under its control in both Syria and Iraq and commits "mass atrocities."
- 2015** Four years of conflict in Syria has killed more than 200,000 people and displaced more than 10 million.

Source: BBC <http://goo.gl/KVAk22>

LIBYA

- 1969** Col. Gaddafi leads coup, deposing King Idris, and beginning his 42-year long rule over Libya.
- 2011** Protests erupt in the Eastern Libyan city of Benghazi after the arrest of Fathi Terbil, a prominent government critic. Government forces respond by killing large numbers of protesters in cities all across Libya.
- 2011** Libya erupts in civil war, and NATO carries out a military intervention.
- 2011** Human Rights Watch deploys a continuous research presence in Libya, investigating abuses committed by both Gaddafi and rebel forces, including indiscriminate use of weapons, large-scale executions, torture, and the looting of Libya's massive weapons storage facilities.
- 2011** Gaddafi is captured and killed by rebel fighters in the city of Sirte. Many of those captured at the scene are also executed.
- 2012** Libya elects a 200-seat General National Conference to replace the unelected National Transitional Council.

Source: Al Jazeera <http://goo.gl/2OAqLA>

FORMER YUGOSLAVIA

- 1989** Slobodan Milosevic elected president of Serbia.
- 1991** War erupts in Yugoslavia as republics declare independence. Under Milosevic, Serbian forces commit atrocities in Croatia and Bosnia. Hundreds of thousands of civilians on all sides are killed or "ethnically cleansed."
- 1995** Srebrenica, a UN safe haven, is taken over by Serbian forces and about 8,000 unarmed boys and men are killed.
- 1997** Milosevic is elected president of Yugoslavia.
- 1998** War begins in Kosovo between Serbian and Yugoslav forces and an ethnic Albanian armed group, the Kosovo Liberation Army.
- 1999** NATO planes bomb Serbian and Yugoslav forces.
- 1999** Milosevic is indicted for war crimes by the International Criminal Tribunal for the former Yugoslavia (ICTY).
- 2001** Milosevic is arrested and flown to The Hague, Netherlands to face trial for war crimes. Yugoslavia (ICTY).
- 2006** Milosevic dies in jail cell, apparently of natural causes.

Source: PBS <http://goo.gl/2OAqLA> Pg. 2

E-TEAM PROFILES

FRED ABRAHAMS



Fred Abrahams works for Human Rights Watch and specializes in fact-finding and advocacy in human rights crises and armed conflict. He has documented human rights and laws-of-war violations in places such as Albania, Bangladesh, Iraq, Kosovo, Lebanon, Libya, Sri Lanka, and Israel, Gaza and the West Bank. Most recently Abrahams has been covering the crisis in Northern Iraq and violations by Islamic State with a focus on children. He has authored numerous articles and op-eds on human rights and the laws of war and co-authored *A Village Destroyed: War Crimes in Kosovo*. His book, *Modern Albania*, on the fall of communism in Albania was published in Spring 2015. Abrahams has a bachelor's degree in German and International Studies and a master's in International Affairs from Columbia University. He speaks German and Albanian.

CARROLL BOGERT



Carroll Bogert has worked at Human Rights Watch since 1998 and is currently its Deputy Executive Director, External Relations. She oversees the organization's external relations and works with the Executive Director on advocacy and fundraising. Bogert previously served as Human Rights Watch's communications director, publicizing the organization's work and drawing attention to human rights issues in more than 90 countries worldwide. Before joining Human Rights Watch, she spent more than a decade in international news reporting for *Newsweek* magazine, beginning as a stringer in China, then moving to the Southeast Asia bureau as correspondent, becoming bureau chief in Moscow, and finally working as an editor and international correspondent in the magazine's New York office. Bogert holds a master's degree in East Asian Studies and a bachelor's magna cum laude from Harvard University. She speaks Russian, French, and Mandarin.

PETER BOUCKAERT



Peter Bouckaert is Human Rights Watch's Emergencies Director and an expert in humanitarian crises. He is responsible for coordinating the organization's response to major wars and other human rights crises. A Belgian-born Stanford Law School graduate, specializing in the laws of war, Bouckaert is a veteran of fact-finding missions to Lebanon, Kosovo, Chechnya, Afghanistan, Iraq, Israel and the Occupied Palestinian Territories, Macedonia, Indonesia, Uganda, and Sierra Leone, among others. Most recently, Mr. Bouckaert has been in the Central African Republic, where he has conducted investigations into ethnic cleansing and war crimes committed during the current civil war. In 2011, he was in Libya, where he investigated the use of landmines, the execution of prisoners and arbitrary arrests of African migrant workers. He has testified about war crimes before the United States Senate, the Council of Europe, and at the Yugoslav Tribunal (ICTY) in the Hague, and has written opinion pieces for papers around the world.

ANNA NEISTAT



Anna Neistat is responsible for leading and developing Amnesty International's global research agenda, as well as overseeing the organization's crisis response. She has been involved in human rights work for more than 18 years and has conducted more than 60 investigations in conflict areas around the world, including Afghanistan, Chechnya, Ukraine, Haiti, Kenya, Nepal, Pakistan, Sri Lanka, Syria, Yemen and Zimbabwe. Prior to joining Amnesty International, she worked for Human Rights Watch, Echo of Moscow, the Open Society Institute, and the Radcliffe Institute for Advanced Studies. She holds an LL.M. degree from Harvard Law School, a J.D. and Ph.D. in law, and an M.S. in history and philology. She is a member of the New York State Bar.

OLE SOLVANG



At Human Rights Watch, Ole Solvang works to investigate and expose human rights violations in crisis situations on a rapid-response basis. Since 2001, he has worked for Human Rights Watch in Russia, Kyrgyzstan, Uzbekistan, Georgia, Sri Lanka, Syria and its neighboring countries. He has most recently worked on the crisis in Ukraine, where he has conducted investigations into indiscriminate shelling of civilians. Solvang has served as the Executive Director of Russian Justice Initiative, an organization providing legal aid to victims of human rights violations such as torture, extrajudicial executions, and disappearances in Chechnya and the North Caucasus. Solvang holds a master's degree of international affairs from New York's Columbia University with a focus on international human rights and the former Soviet Union.

REPORTS BY E-TEAM INVESTIGATORS

The following reports were published using information from interviews and research collected by the Emergency Team during filming.

SYRIA

Death from the Skies: Deliberate and Indiscriminate Air Strikes on Civilians

Link: <http://goo.gl/hd5ZHe>

This 80-page report is based on visits to 50 sites of government air strikes in opposition-controlled areas in Aleppo, Idlib, and Latakia governorates, and more than 140 interviews with witnesses and victims. The air strikes Human Rights Watch documented killed at least 152 civilians. According to a network of local Syrian activists, air strikes have killed more than 4,300 civilians across Syria between July 2012 and April 2013 when this report was written.

Updated statistics can be found here: <http://goo.gl/nV93Pg>

They Burned My Heart: War Crimes in Norther Idlib during Peace Plan Negotiations

Link: <http://goo.gl/2EKS60>

This report documents dozens of extrajudicial executions, killings of civilians, and destruction of civilian property that qualify as war crimes, as well as arbitrary detention and torture. The report is based on a field investigation conducted by Human Rights Watch in the towns of Taftanaz, Saraqeb, Sarmeen, Kelly, and Hazano in Idlib governorate in late April of 2012.

Attacks on Ghouta: Analysis of Alleged Use of Chemical Weapons in Syria

Link: <http://goo.gl/kkUBA7>

This 22-page report documents two alleged chemical weapons attacks on the opposition-controlled suburbs of Eastern and Western Ghouta, located 16 kilometers apart, in the early hours of August 21, 2013. Human Rights Watch analyzed witness accounts of the rocket attacks, information on the likely source of the attacks, the physical remnants of the weapon systems used, and the medical symptoms exhibited by the victims as documented by medical staff. The evidence concerning the type of rockets and launchers used in these attacks strongly suggests that these are weapon systems known and documented to be only in the possession of, and used by, Syrian government armed forces.

General Information About Syria

Human Rights Watch Syria: <http://goo.gl/oTZi9>

“Nothing compares to being on the ground.”

- Anna Neistat



LIBYA

Unacknowledged Deaths: Civilian Casualties of NATO's Air Campaign in Libya

Link: <http://goo.gl/b5JDH>

This report examines in detail eight NATO air strikes in Libya that resulted in 72 civilian deaths, including 20 women and 24 children. It is based on one or more field investigations to each of the bombing sites during and after the conflict, including interviews with witnesses and local residents.

Qaddafi's Great Arms Bazaar

Link: <http://goo.gl/OkB2Tc>

This article in Foreign Policy argues that the deadly weapons floating around in eastern Libya could serve as the fuel for a bloody insurgency.

Death of a Dictator: Bloody Vengeance in Sirte

Link: <http://goo.gl/mEgSTS>

This 58-page report details the final hours of Muammar Gaddafi's life and the circumstances under which he was killed. It presents evidence that Misrata-based militias captured and disarmed members of the Gaddafi convoy and, after bringing them under their total control, subjected them to brutal beatings. They then executed at least 66 captured members of the convoy at the nearby Mahari Hotel. The evidence indicates that opposition militias took Gaddafi's wounded son Mutassim from Sirte to Misrata and killed him there. Under the laws of war, the killing of captured combatants is a war crime, and Libyan civilian and military authorities have an obligation to investigate war crimes and other violations of international humanitarian law.

Delivered Into Enemy Hands

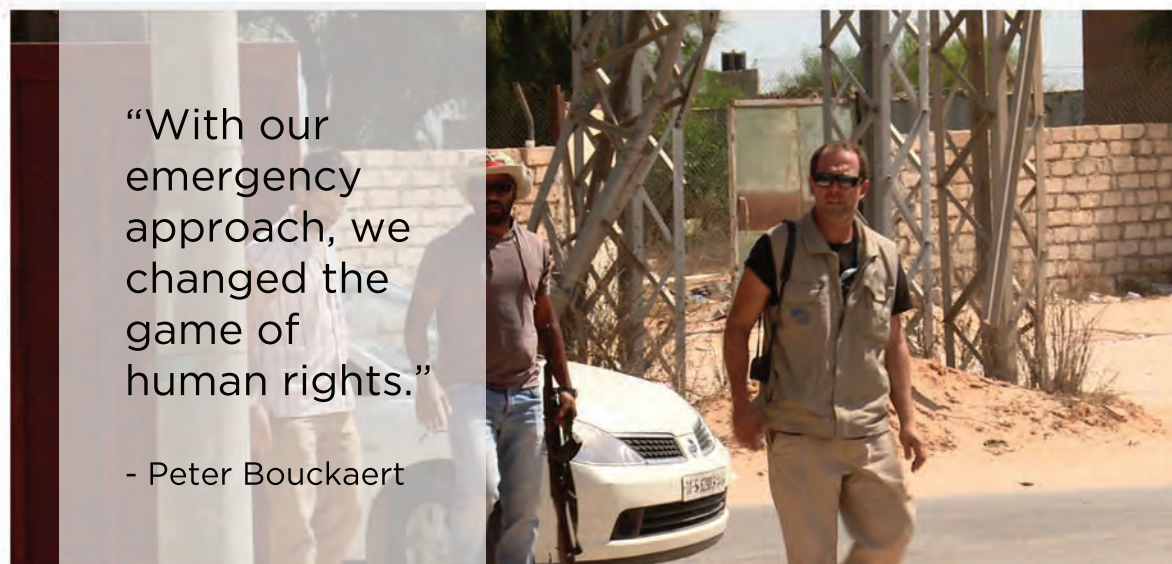
Link: <http://goo.gl/FvnChI>

This report is based on interviews conducted in Libya with 14 former detainees, most of whom belonged to an armed Islamist group that had worked to overthrow Gaddafi for 20 years. Many members of the group, the Libyan Islamic Fighting Group (LIFG), joined the NATO-backed anti-Gaddafi rebels in the 2011 conflict. Some of those who were rendered and allegedly tortured in US custody now hold key leadership and political positions in the country.

Unacknowledged Deaths

Link: <http://goo.gl/b5JDH>

This report examines in detail eight NATO air strikes in Libya that resulted in 72 civilian deaths, including 20 women and 24 children. It is based on one or more field investigations to each of the bombing sites during and after the conflict, including interviews with witnesses and local residents. NATO's military campaign in Libya, from March to October 2011, was mandated by the United Nations Security Council to protect civilians from attacks by security forces of then-Libyan



KOSOVO

A Week of Terror in Drenica

Link: <http://goo.gl/k566ty>

This report documents serious violations of international humanitarian law committed by Serbian and Yugoslav government forces in Kosovo's Drenica region during the last week of September 1998. As Yugoslav President Slobodan Milosevic wrapped up a summer-long offensive against the Kosovo Liberation Army (KLA), special forces of the Serbian police (MUP) and Yugoslav Army (VJ) committed summary executions, indiscriminately attacked civilians, and systematically destroyed civilian property, all of which are violations of the rules of war and can be prosecuted by the International War Crimes Tribunal for the Former Yugoslavia (ICTY).

A Village Destroyed

Link: <http://goo.gl/W3SP4P>

In the early morning of May 14, 1999, in the midst of NATO's air campaign against Yugoslavia, Serbian security forces descended on the small village of Cuška — Qyshk in Albanian — near the western Kosovo city of Pec (Pejë). Fearing reprisals, many men fled into the nearby hills while the rest of the population was forcibly assembled in the village center. An estimated twelve men were killed during the roundup in various parts of the village.

Under Orders: War Crimes in Kosovo

Link: <http://goo.gl/MbvQD1>

This report documents torture, killings, rapes, forced expulsions, and other war crimes committed by Serbian and Yugoslav government forces against Kosovar Albanians between March 24 and June 12, 1999, the period of NATO's air campaign against Yugoslavia. The report reveals a coordinated and systematic campaign to terrorize, kill, and expel the ethnic Albanians of Kosovo that was organized by the highest levels of the Serbian and Yugoslav governments in power at that time. Naturally, these crimes did not occur in isolation.



Face to Face With Milosevic

By: Fred Abrahams

Published in *The New York Times*: July 21, 2002

When I stepped into the forest, what struck me most was the smell. Seven bodies -- five women and two children -- were lying in a small gully where they had apparently been killed. Their bodies were bloody, contorted and covered with wet leaves. Seven other relatives lay nearby. As researchers for Human Rights Watch in Kosovo, we solemnly went about our work, taking photographs and interviewing surviving members of the Delijaj family. Journalists in the Balkans often asked me whether there would be justice for murders like these. I had always assured them there would be, hoping my enthusiasm would make it a reality. But in truth, I never let myself believe that Slobodan Milosevic would be arrested. I never thought then, standing in the forest, that one day I would face Yugoslavia's former president in court.

In June, nearly four years after those killings, I was escorted to the antechamber of the war-crimes tribunal at The Hague. The room reeked of cigarettes. Smoking is not allowed in the building, but forbidding witnesses from the Balkans their nicotine would be a crime itself. I flipped through the index cards I had prepared. On one side were the names of Kosovo villages -- Prekaz, Izbica, Cuska. On the other were the number of executions and a date -- 58 killed on March 5, 1998; 146 to 166 killed on March 28, 1999; 41 killed on May 14, 1999. Soon, a black-robed clerk knocked and told me it was time.

The armrests of the witness chair were smeared black from the sweat of those who had come before. To my right sat the prosecution; to my left was the accused. Milosevic leaned back defiantly, one arm draped over his chair, looking out at the gallery watching the trial. Three judges, a Jamaican, a Briton and a South Korean, sat in front wearing black robes with red trim.

First, the prosecution led me through our grim findings: forced expulsions of ethnic Albanians, mass executions, rape and sexual abuse. Photographs of the Delijaj family were shown, including the bodies of Donietta and Gentiona, 5 and 7, being carried out of the forest. I remembered their makeshift tent, a plastic tarp draped over wooden posts, where the family had been hiding, and a mattress soaked blood red.

Direct testimony lasted an hour. Now I was his. Acting as his own lawyer, Milosevic has taken every opportunity to cross-examine witnesses, often dredging up details about their private lives. I turned slightly to the left and looked at the accused. To my surprise, he smiled from across the room. Did he know something I didn't? Or was he trying to intimidate me?

I don't know why, but I smiled back. It just came over me, maybe from rattled nerves. There was something amusing about this situation, that a once-all-powerful president was forced to confront a pesky human rights activist from New York. After years in the field tracking the havoc he caused, it was he and I in this room. Of course, we were hardly alone. Cameras from all sides pointed at me, whirring mechanically as they changed their angles of attack. I wanted to testify even though I knew that many Serbs who watched these court proceedings saw Milosevic as a heroic fighter against the world -- his team's star scorer playing in the World Cup.

He spoke of global conspiracies against the Serbs; I listed concrete crimes of the army and police.

He accused me of singling out the Serbs for committing atrocities in order to justify the NATO bombing of Yugoslavia. Serbian and

Yugoslav government leaders stood accused, not the Serbian people, I told him. It was as if we were moving in parallel worlds. His diatribes were aimed at the invisible audience back home, not the court. He turned away from the judges, toward the gallery beyond the bulletproof glass, when he accused me of "working hand in glove with NATO" or writing anti-Serb statements from the comfort of New York. In the end, he put forth arguments commonly heard from a bar stool.

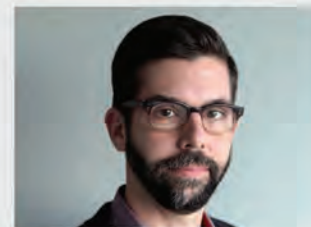
"You are a New Yorker," he said after nearly two hours of cross-examination. "How many killings and rapes, for example, are committed every day in New York?"

"Don't answer that," Richard May, the presiding judge, said.

Milosevic quickly returned to his theme. "How come that you as an American, as a New Yorker, you take greater care of the human rights of Albanians in Yugoslavia than you do about human rights of Americans in America?"

"Irrelevant," May snapped. "Next question."

The question was irrelevant to the legal charges against him. But this line of reasoning couldn't fail to impress Serbs who believe they have been unfairly singled out for attack. Minutes later, our dance was done. I got up to leave, the armrests slightly blacker from my sweat.



Fred Abrahams
Human Rights Watch

GLOSSARY

Chemical weapons – Toxic gases, liquids, or powders that are designed to incapacitate or kill humans. They are banned in international law, including the Geneva Protocol of 1925 and the 1997 UN Chemical Weapons Convention (CWC). Source: *Chemical Weapons Convention* <http://goo.gl/VM6cgO>

Civilian – Civilians are persons who are not members of the armed forces. Source: *Rule 5 of the Red Cross's Rules of Customary International Humanitarian Law and Article 50 of Additional Protocol I to the Geneva Conventions* <http://goo.gl/xiQxI0>

Cluster bomb/cluster munition – A weapon containing multiple explosive submunitions, which releases a number of projectiles on impact. Source: *Cluster Munition Coalition* <http://goo.gl/IIBCKY>

"A conventional munition that is designed to disperse or release explosive submunitions each weighing less than 20 kilograms, and includes those explosive submunitions." Source: *Convention on Cluster Munitions, Article 2* <http://goo.gl/L1ZNCA>

Crimes against humanity – Acts committed as part of a widespread or systematic attack directed against any civilian population, with knowledge of the attack. These acts include: murder; extermination; enslavement; deportation or forcible transfer, imprisonment; torture; rape, sexual slavery, enforced prostitution, forced pregnancy, and other forms of sexual violence; persecution against an identifiable group based on political/racial/national/cultural/ethnic/religious/or gender grounds; enforced disappearance of persons; apartheid; other inhumane acts. Source: *International Criminal Court* <http://goo.gl/9W6fKT>

Geneva Conventions – The Geneva Conventions and their Additional Protocols are at the core of international humanitarian law, the body of international law that regulates the conduct of armed conflict and seeks to limit its effects. They specifically protect people who are not taking part in the hostilities (civilians, health workers and aid workers) and those who are no longer participating in the hostilities, such as wounded, sick and shipwrecked soldiers and prisoners of war. The Conventions and their Protocols call for measures to be taken to prevent or put an end to all breaches. They contain stringent rules to deal with what are known as "grave breaches". Those responsible for grave breaches must be sought, tried or extradited, whatever nationality they may hold. Source: *International Red Cross International Geneva Conventions* <http://goo.gl/VHSpch>

Human Rights Watch – Human Rights Watch is a non-profit, non-governmental human rights organization made up of roughly 400 staff members around the globe. Its staff consists of human rights professionals including country experts, lawyers, journalists, and academics of diverse backgrounds and nationalities. Established in 1978, Human Rights Watch is known for its accurate fact-finding, impartial reporting, effective use of media, and targeted advocacy, often in partnership with local human rights groups. Each year, Human Rights Watch publishes more than 100 reports and briefings on human rights conditions in some 90 countries, generating extensive coverage in local and international media. With the leverage this brings, Human Rights Watch meets with governments, the United Nations, regional groups like the African Union and the European Union, financial institutions, and corporations to press for changes in policy and practice that promote human rights and justice around the world. Source: *Human Rights Watch* <http://www.hrw.org>

International Criminal Court (ICC) – The ICC is the world's first permanent, independent treaty-based international criminal court established to help end impunity for perpetrators of the most serious crimes of concern to the international community – genocide, crimes against humanity and war crimes. Established in the Rome Statute of 1998, it is independent of the United Nations. It gains jurisdiction over territories and nationals through ratification of its founding treaty. Source: *United Nations* <http://goo.gl/BLCY7e>



GLOSSARY (cont.)

Op-ed – An abbreviation of “opposite the editorial page.” The goal of the Op-Ed page is to diversify the opinions in the editorial section of the newspaper. Usually located facing the editorial page, the Op-Ed page features staff columnists and guest contributors.

Refugee – Anyone who, due to a well-founded fear of persecution due to race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/her nationality and is unable to, or owing to such fear, is unwilling to avail himself/herself of the protection of that country. Differs from migrant or immigrant. *Source: Center for Disease Control and Prevention* <http://goo.gl/0onCI>

Sarin – A human-made chemical warfare agent classified as a nerve agent. Nerve agents are the most toxic and rapidly acting of the known chemical warfare agents. Sarin is a clear, colorless, and tasteless liquid that has no odor in its pure form. However, sarin can evaporate into a vapor (gas) and spread into the environment. Manufacture and use of sarin is prohibited by international humanitarian law. *Source: United Nations High Commissioner for Refugees* <http://goo.gl/QC96U>

State sovereignty – The affirmation of a state’s right to regulate its own internal affairs and determine its own destiny without foreign interference. UN Charter Article 2.1 recognizes all states as equally sovereign under international law. *Source: Report of the International Commission on Intervention and State Sovereignty* <http://goo.gl/P9iFe>

United Nations Security Council (UNSC) – The UNSC is one of the six principle organs of the United Nations. Its main responsibility is to maintain international peace and security and it takes the lead in determining the existence of a threat to the peace or act of aggression. This council is made up of fifteen members, including five permanent members (Russia, the United States, China, the United Kingdom, and France). Its powers include: establishing peacekeeping operations, establishing international sanctions, and authorizing military action. *Source: United Nations Security Council* <http://goo.gl/1WIRx>

International law – International law defines the legal responsibilities of States in their conduct with each other, and their treatment of individuals within State boundaries. Although States must consent to be bound by laws like treaties, certain crimes — such as genocide, piracy and slavery, are prohibited in all circumstances and must be followed by all States regardless of their consent. *Source: United Nations* <http://goo.gl/Clsjd>

Insurgency – A general term describing a rebellion against a legally constituted government. Some may be non-violent using nonviolent resistance (e.g., the independence movement led by Gandhi against British rule in India) or armed conflict (e.g., the revolt of the Confederate States during the American Civil War).

“No-fly zone” – A policy under which an outside actor overtly prohibits some or all aircraft flight over a specified territory and undertakes to intercept aircraft violating the prohibition or otherwise punish those responsible for violations. A demilitarized zone in the sky. In some contexts, seen as the precursor to armed conflict. *Source: RAND Report* <http://goo.gl/dr3Vlz>



Co-Cinematographer Rachel Beth Anderson filmed E-Team members Anna and Ole during two of their undercover missions in Syria, smuggling across the Turkish Syrian



Co-Directors Ross Kauffman (left) and Katy Chevigny film in New York City.

HIGH SCHOOL STUDY GUIDE

QUESTIONS FROM HIGH SCHOOL STUDENTS

1. What are human rights?

Human rights are the basic rights and freedoms to which everyone is entitled on the basis of their common humanity. They include civil and political rights, as well as economic, social and cultural rights.

Human rights are drawn from various cultures, religions and philosophies from around the world over many centuries. They are in force at all times and in all places. Human rights protect everyone equally without discrimination according to race, sex, religion, political opinion or other status.

2. How are human rights defined?

After the Second World War, the founding countries of the United Nations adopted the Universal Declaration of Human Rights (<http://goo.gl/hxno>) in 1948, which set out the fundamental rights of all people and declared them a common standard of achievement for all nations. Since then more than two dozen global treaties, as well as many regional agreements, have provided a legal foundation for human rights ideals. When a government ratifies/signs one of these treaties, it takes on legal obligations to uphold human rights.

The core human rights treaties include:

The International Covenant on Civil and Political Rights: <http://goo.gl/QWk2j5>

Civil and political rights primarily protect individuals from state power. They include rights to life and liberty, fair trials and protection from torture, and the freedoms of expression, religion, association and peaceful assembly.

The International Covenant on Economic, Social and Cultural Rights: <http://goo.gl/NCTr6q>

Economic, social and cultural rights, such as the rights to housing, education and health, require governments to use all available resources to gradually achieve them.

Other treaties focus on ending specific abuses, such as torture, enforced disappearances and forced labor. Some treaties protect the rights of marginalized groups, including racial minorities, women, refugees, children, people with disabilities, and domestic workers.

In addition to treaties, the United Nations has adopted various declarations, principles and guidelines to refine the meaning of particular rights. Various international institutions are responsible for interpreting human rights treaties and monitoring compliance, such as the UN Human Rights Committee and UN special rapporteurs who work on specific issues and countries. Corporations and international financial institutions, such as the World Bank and the International Monetary Fund, have a duty to avoid complicity in human rights abuses.

3. How are human rights enforced?

The duty to enforce international human rights law rests primarily with governments themselves.

Governments are obligated to protect and promote human rights by prohibiting violations by officials and agents of the state, prosecuting offenders, and creating ways that individuals can seek help for rights violations, such as having competent, independent and impartial courts. A country's failure to act against abuses by private individuals, such as domestic violence, can itself be a human rights violation.

However, when governments are responsible for human rights violations, these protections are often inadequate. In these cases international institutions, like the UN Human Rights Council or the Committee Against Torture, have only limited ability to enforce human rights protections.

More frequently, governments that commit human rights violations are held publicly accountable for their actions by non-governmental organizations. Some organizations provide direct services such as legal counsel and human rights education. Other organizations try to protect human rights by bringing lawsuits on behalf of individuals or groups. And organizations such as Human Rights Watch use fact finding and advocacy to generate pressure on governments to change their policies.

QUESTIONS FROM HIGH SCHOOL STUDENTS (cont.)

4. Do survivors and witnesses to human rights abuse know their rights? And if not, is the researcher who interviews them responsible to inform them of their human rights?

Fred: Some people are quite informed about their rights. If they don't know the specifics of the law, they know what is generally prohibited or allowed. But many people are not aware. Perhaps they have suffered abuse for so long that they have come to see it as normal. Whenever possible we inform people of their rights – explain what limitations the law places on the police, the government, an armed group, or a company. We do not give legal advice on how to pursue a case, but can often put people in touch with lawyers or human rights organizations who do that kind of work.

5. Is human rights work always dangerous as portrayed in E-TEAM?

Human rights work ignites controversy. Human rights activists challenge people in power, and sometimes accuse them of serious crimes. But most human rights work does not occur in conflict zones.

Human Rights Watch (HRW) sends only experienced researchers like the E-Team into war zones. Before they go, HRW reviews the security of the mission and carefully evaluates the risk. They maintain extensive security protocols for their people in the field. They put a high priority on the security and health, including mental-health, of their staff. All of the staff, not only field researchers, are encouraged to consult mental health professionals whenever they feel the need. They have counselors on call 24/7. Local activists in foreign countries run the greatest risk. Partners in the field – fellow human rights activists, as well as translators, fixers, drivers and other collaborators — often face much greater danger than the researchers do. And that danger is getting worse. Governments are increasingly targeting human rights defenders for harassment, prosecution, and even death.

6. What are the dangers faced by someone who cooperates with human rights researchers in an armed conflict or in a country with an oppressive regime? How do you protect the people you interview?

Anna: Security of the people we interact with in the field — our drivers, interpreters, fixers, as well as our witnesses — is our greatest concern and top priority. We are acutely aware that in most cases the risks we face are incomparable to the danger they subject themselves to by agreeing to work with us; often they risk not only their freedom, but their lives. We use a combination of physical and digital security measures to ensure their safety - ranging from simple travel arrangements that would minimize them being seen in company of foreigners to fairly advanced encryption and other measures to protect communication, and, in some cases, getting them out of the country. Every time before a trip, we discuss whether we have the ability to protect all those who work with us, and if the answer is no, we will not proceed.

7. How do researchers establish credibility and trust with the people they interview?

Peter: Our research involves interviewing a great number of witnesses, victims, and even perpetrators to establish the truth of what happened. It is important to first have people understand the purpose of our work, so we carefully explain our investigative mandate to them, and ask them if they are willing to be interviewed. This is particularly important in the cases of victims of human rights abuses—we want to give them back a measure of control over their lives that they often lost when they were abused. Once we get permission, we conduct a very detailed, often hours-long interview, asking for a lot of specific details about the incident. It is through carefully cross-checking such details over many interviews that we can reconstruct what happened, and assess the credibility of individual witnesses. The information collected through interviews is also compared to other forms of evidence, such as photographs, videos, an inspection of the scene of the incident, and even satellite imagery.

8. Did the presence of a camera ever put those featured at risk?

Ole: One main concern about agreeing to participate in this movie was whether victims or witnesses who would end up in the movie would be at risk of reprisals for having spoken to us. During filming we therefore always explained why somebody was filming us and that the footage could end up in a movie that could be shown anywhere in the world. It is an important principle for us that people who speak to us understand the potential risks involved and that they agree to them. Once the film was almost finished, we then went back again to almost all the people who ended up in the movie, asking them again whether they still felt comfortable being in the movie. In the end, we asked that the filmmakers remove only one scene, one in which we interviewed a detainee in a prison in northern Syria. We felt that the detainee was in such a vulnerable position and that we could not be certain that he had given his permission voluntarily so we, along with the filmmakers, decided it was best to leave it out.

QUESTIONS FROM HIGH SCHOOL STUDENTS (cont.)

9. Are children ever interviewed about human rights abuse? Are they considered credible witnesses?

Anna: Children, unfortunately, often become victims of human rights violations, as well as witnesses. We interview them, but use strict rules to ensure that they are not re-traumatized and that they share the information voluntarily. With younger children, we always interview them in the presence of their parents or guardians. Depending on their age and maturity, children can be very important witnesses and we would approach the information received from them like any other - cross-check, corroborate, and use to prove violations if it meets the criteria for credibility.

10. Do you ever have the opportunity to follow up with the people you have interviewed, and tell them the effect their testimonies had on stopping human rights abuse, or bringing perpetrators to justice?

Fred: Yes, whenever possible, but not frequently enough. When it happens it's deeply gratifying. We try to go back to give people the physical reports or at least send them a link, if they have internet access. Unfortunately we can't always get back to the places that we visited, or the people have moved, especially if they are refugees.

Peter: I often remain in touch with the people we interview and work with, and always leave my contact details and tell them to contact me if they run into trouble. It is not always easy to stay in touch, as many people in conflict zones don't have access to the internet, and we don't always speak the same language. But when we are trusted with information about human rights crimes, especially when they involve crimes such as abductions or disappearances where the victim can reappear, we have an obligation to keep those people updated. In many cases, we work with affected communities over very long periods of time, trying to improve their situation or bring those who abused them to justice. That's one of the pleasures of our work, developing these powerful relationships with incredible people.

11. To the filmmakers: Why did you want to make this film?

Ross & Katy: We were intrigued by the fact that no one had ever been granted access to make an independent film about Human Rights Watch researchers in the field. We knew their work was fascinating and thought it was an interesting opportunity. And once we actually met the members of the E-Team in person, we knew there were some great characters there.

12. To the filmmakers: What did you hope to accomplish?

Katy & Ross: We had no pre-set agenda with this film, other than our hope that audiences would find themselves engaged in ways they haven't been before, by seeing our characters grapple with their family and work life in unusual ways. For us it is all about intimacy; total access not just in terms of time spent, but the quality of the time spent. We immersed ourselves in the lives of our characters, living at their homes and working alongside them. We really got to know them and wanted our audience to have that same sense of intimacy with them. If we can get an audience to care about our characters, and in turn their lives and work, then we have done our job.

DISCUSSION QUESTIONS

1. From what you observe in this film, what qualities and skills make for an effective member of an investigative team?
2. The USA is a State Party to the Geneva Convention that forbids all use of chemical weapons. How did the USA respond to the reported use of chemical weapons in Syria?
3. What do the Geneva Conventions say about the use of intentional violence against civilians? What are the obligations of countries to violations of this treaty?

UNIVERSITY STUDY GUIDE

QUESTIONS FROM UNIVERSITY STUDENTS

1. How are human rights treated differently in armed conflict?

International humanitarian law, or the law of war, is a separate but related body of international law. Unlike human rights law, which applies at all times, the laws of war only apply during armed conflicts. The laws of war do not prohibit war, but set out rules on the conduct of hostilities by both national armed forces and non-state armed groups in order to protect civilians, provide for the humane treatment of all prisoners, and reduce wartime suffering. While customs of war have existed for thousands of years, international treaties restricting warfare date back about 150 years. Most commonly recognized today are the Geneva Conventions as well as treaties banning certain weapons, such as the Land Mines Treaty.

2. Are human rights violators ever prosecuted?

Individuals who commit serious violations of international human rights or humanitarian law, including crimes against humanity and war crimes, may be prosecuted by their own country or by other countries exercising what is known as "universal jurisdiction." They may also be tried by international courts, such as the International Criminal Court, which was established in 2002 to try individuals responsible for very serious crimes such as genocide, crimes against humanity, and war crimes. In the film, Slobodan Milosevic is tried by the International Criminal Tribunal in the former Yugoslavia or ICTY, which is located in The Hague in the Netherlands.

3. Question for Anna Neistat: Given societal norms in many of the countries in which you work, how has being a woman affected you in your job? In what ways has your gender been advantageous, and in what ways has it been an obstacle?

Anna: Generally, I think being a woman is an advantage when working in hostile or closed environment. There are downsides, of course, such as greater exposure to gender-based violence or harassment. But the benefits are undeniable: you are perceived as less "threatening", which means you can get to and through areas that may be inaccessible for men, you can talk your way out of difficult situations, and overall use your perceived "weakness" as strength. Plus, I find that many people are more comfortable talking to women than men: of course, women themselves in more traditional societies, but in many cases also male witnesses, children, and, importantly, perpetrators.

4. How do the researchers establish themselves as trustworthy and credible?

Fred: There are many steps. The first is the introduction, which is key. Have you been introduced by a person that the researcher and interviewee both trust? Then one must establish a rapport. It takes time to make a person comfortable and to explain the purpose of the interview. One must describe what can be achieved (documenting the crime and informing the world) and what can't be achieved (immediately arresting the perpetrators or getting compensation). And one must take time to listen to the person's story. Of course being sensitive to the culture also helps, even if that means drinking too much tea or eating something unhealthy.

Peter: Our research involves interviewing a great number of witnesses, victims, and even perpetrators to establish the truth of what happened. It is important to first have people understand the purpose of our work, so we carefully explain our investigative mandate to them, and ask them if they are willing to be interviewed. This is particularly important in the cases of victims of human rights abuses—we want to give them back a measure of control over their lives that they often lost when they were abused. Once we get permission, we conduct a very detailed, often hours-long interview, asking for a lot of specific details about the incident. It is through carefully cross-checking such details over many interviews that we can reconstruct what happened, and assess the credibility of individual witnesses. The information collected through interviews is also compared to other forms of evidence, such as photographs, videos, an inspection of the scene of the incident, and even satellite imagery.



QUESTIONS FROM UNIVERSITY STUDENTS (cont.)

5. How do you find contacts in the country you investigate and what steps do you take to make sure that people you're interviewing are not "fudging" the story to make it look worse than it really is for political reasons?

Ole: In most cases, Human Rights Watch has a long history of working in a particular country. That means that we have already a well-established network of contacts that we can rely on. But if you are looking at civilian casualties during an armed conflict, hospitals are a good place to start. The key to getting to the truth in these situations is corroborating the information. We never publish something just because one person says it. We interview multiple witnesses to make sure that their stories match and we also review, for example, photos, videos and satellite imagery and compare them to witness accounts.

6. How do researchers maintain their sanity and professionalism after investigating such horrific, emotional situations?

Anna: It is a combination of training, experience, special coping techniques, and, quite simply, being "cut" for this type of work. We often rely on each other for support and try to make sure that researchers working in hostile environments work in teams rather than on their own. But most importantly, and it is sometimes difficult to explain to people outside of this field, it is not only - and not mainly - the horror and suffering that we witness in the field. We see some of the best things as well, which are not easy to spot in everyday life: it's the incredible courage and resilience of people in extraordinary circumstances; it is people's ability to stay human and to maintain hope even in the most challenging situations. We are lucky to witness this, and that's what we often bring back with us, not only the horrors of war.

7. When potentially dangerous situations are uncovered, such as the unguarded stockpile of weapons in Libya, to whom do the researchers report to prompt immediate action?

Peter: Each situation is very unique, and the first thing we need to determine is who can actually take action to deal with a potentially dangerous situation. Is it the local security forces, or are they so implicated in the abuses that we cannot rely on them? You wouldn't want to ask the Sudanese security forces to get involved in protecting civilians in Darfur, for example, when they are the very forces responsible for attacking those civilians constantly. Is there a United Nations peacekeeping mission around that could intervene? Once we identify who can act, we try to meet with them and get them to act. Often times, that is a difficult job, as they are often reluctant to get involved, so we have to use a combination of private diplomacy and reasoning with them, and a more public media campaign to try and get them to act. That is what we did with the unguarded weapon stockpiles in Libya: we tried to get Western governments to take greater action to prevent the looting of those weapon stocks, but we also raised the alarm bells in the press to put pressure on those Western governments to act. Ultimately they didn't prevent the looting, and the results are being felt all over the region, not just in Libya, with massive amounts of dangerous weapons inflaming conflicts all the way to places like Mali and the Sinai Peninsula.

8. What does it take to become a researcher at Human Rights Watch?

Researchers at Human Rights Watch are highly trained professionals with a wide range of skills. They have profound knowledge of the countries they cover -- history, language, social customs -- and the issues they specialize in, like women's rights, refugees, or the laws of war. They know how to conduct interviews in the field with victims and witnesses who are often traumatized. They build alliances with local organizations working on the same topic. They speak to the media, handle tough questions on live TV, and compose elegant tweets. Most of all, they are credible, persuasive, and firm in meeting government officials and other powerful people. It's a tall order for a tough but rewarding job.

9. What are the backgrounds of the staff at Human Rights Watch?

The staff is composed of 76 different nationalities: lawyers, journalists, diplomats, country specialists, fundraisers, public health experts, former United Nations officials, accountants, and even a physicist or two. The staff speaks more than 75 languages.



DISCUSSION QUESTIONS

1. The team's objectivity is repeatedly questioned. One expert witness (Fred Abrahams) in the ICTY trial of Slobodan Milosevic, says that human rights researchers don't seek facts to support a foregone conclusion; they search to document human rights violations that eventually lead to a conclusion. Can reporters or investigators really be objective? How important is objectivity in human rights organizations' reporting?
2. How are the researchers' reports used in the press and do they elicit responses from governments?
3. What communication and technological advances can researchers use investigating and reporting human rights violations?
4. How does the issue of state sovereignty often collide with human rights activism? How does this affect the political will of foreign powers to intervene in situations of mass human rights abuses?
5. Why might a state's military target its own civilian population, such as the military bombing of civilian areas in Syria?
6. How do human rights groups measure impact? Fred Abrahams said an example of impact was the trial of Slobodan Milosevic at the International Criminal Tribunal for the former Yugoslavia. Impact could be securing the release of someone from prison or getting a human rights law passed in a particular country. What do you think constitutes impact of human rights investigation and exposure?
7. Western, industrialized nations are often seen as leaders of the international human rights movement. Is their leadership and perceived influence over the reporting on human rights abuses generally considered helpful, detrimental, or both?



“War is hell... [it] is always bad. It is not our job to make some insightful comment. Our role is to show exactly what happened in this particular village and why we think this is a violation of international law.”

- Anna Neistat

SUGGESTED READING

RECOMMENDED BY E-TEAM RESEARCHERS

Adams, Douglas. *The Hitchhiker's Guide to the Galaxy*. New York: Harmony Books, 1980.

Conrad, Joseph. *Heart of Darkness*. Charlottesville: University of Virginia Library, 1996.

Cranshaw, Steve. *Small Acts of Resistance: How Courage, Tenacity, and a Bit of Ingenuity Can Change the World*. New York: Union Square Press, 2010.

Danner, Mark. *The Massacre at El Mozote: A Parable of the Cold War*. New York: Vintage Books, 1994.

Laber, Jeri. *The Courage of Strangers: Coming of Age with the Human Rights Movement*. New York: Public Affairs, 2002.

Loyd, Anthony. *My War Gone By I Miss It So*. New York: Atlantic Monthly Press, 1999.

Mandela, Nelson. *Long Walk to Freedom: The Autobiography of Nelson Mandela*. Boston: Little, Brown, 1994.

Neier, Aryeh. *The International Human Rights Movement: A History*. Princeton: Princeton University Press; Reprint Edition, 2013.

Power, Samantha. *A Problem from Hell: America and the Age of Genocide*. New York: Basic Books, 2002.

Walzer, Michael. *Just and Unjust Wars: A Moral Argument with Historical Illustrations*. New York: Basic Books, 1977.

X, Malcolm, and Alex Haley. *The Autobiography of Malcolm X*. New York: Ballantine Books, 1992.



In the early 1990s, Albania, Europe's most closed and repressive state, began a startling transition out of forty years of self-imposed Communist isolation. Albanians who were not allowed to practice religion, travel abroad, wear jeans, or read "decadent" Western literature began to devour the outside world. They opened cafés, companies, and newspapers. Previously banned rock music blared in the streets.

Modern Albania offers a vivid history of the Albanian Communist regime's fall and the trials and tribulations that led the country to become the state it is today. The book provides an in-depth look at the Communists' last Politburo meetings and the first student revolts, the fall of the Stalinist regime, the outflows of refugees, the crash of the massive pyramid schemes, the war in neighboring Kosovo, and Albania's relationship with the United States. Fred Abrahams weaves together personal experience from more than twenty years of work in Albania, interviews with key Albanians and foreigners who played a role in the country's politics since 1990 — including former Politburo members, opposition leaders, intelligence agents, diplomats, and founders of the Kosovo Liberation Army — and a close examination of hundreds of previously secret government records from Albania and the United States. A rich, narratively-driven account, *Modern Albania* gives readers a front-row seat to the dramatic events of the last battle of Cold War Europe.

MODERN ALBANIA

By: Fred C. Abrahams

384 pages, 2 maps, 30 b/w photographs; NYU Press

<http://goo.gl/5uJ6KH>

HOST A SCREENING OF E-TEAM

PLANNING FOR A COMMUNITY OR CAMPUS EVENT

Thank you for hosting a screening event and for facilitating an important discussion within your community or campus.

As you begin to plan your event, your first task should be finding a venue where you can host your screening. You'll want to look for a space that is easy to locate, can accommodate the size of your intended audience and has the technical capability to show the film. (Tip: If you're using a non-traditional room, sit in various spots around the room to make sure people can see the screen from every seat.) You'll also want to make sure that the screen is large enough for your projection, and the sound system is loud enough for everyone to hear. As you are shopping for venues, it's helpful to bring along a DVD of a film you already own to test the space for its audio-visual capabilities.

Next, select a date that is far enough in the future to give yourself time to reach out to your audience. (We suggest at least three weeks.) If you're screening on a college campus, note that Wednesday and Thursday night events are typically better attended than screenings held on weekends or Monday or Tuesday nights. To ensure the best turnout, you might also want to check community event calendars to make sure there are no other major events or holidays on the day of your screening.

And finally, if you haven't already, register to host a screening at the E-TEAM website (<http://eteamfilm.com>). You'll also find information about purchasing a copy the film that can be shown outside a private home.



Co-directors Ross Kauffman (left) and Katy Chevigny at the Sundance premiere of E-TEAM in 2014.



Co-directors Ross Kauffman and Katy Chevigny introduce the world premiere screening of E-TEAM.



Producer Marilyn Ness (left) and Co-directors Ross Kauffman (center) and Katy Chevigny.



Anna Neistat (left) and Ole Solvang sign film posters at the Sundance Film Festival.

CHECKLIST FOR SCREENING ORGANIZERS

3 Weeks Prior to Your Event

- ☐ Chose a location, date and time for your screening, and secure the license—otherwise known as copyright permissions or “public performance rights”. Remember that securing the license requires payment of a modest fee.
- ☐ Consider partnering with a campus club or a community group on your screening, to broaden the network of people who might attend your event, and to share the costs of renting a venue, providing refreshments and promotion.
- ☐ Research potential audience members and compile an audience wish list (community leaders, administrators, faculty, students).
- ☐ Decide on the best way to reach out to your audience (social media, email, phone calls, flyers). Younger audiences may be better reached digitally, while older audiences may be best activated through posters, flyers, and emailed invitations.
- ☐ Make sure all of your materials (social media posts, emails, flyers, etc.) include all the details about your event: venue address, date, time and how to RSVP, if necessary. If you’ll sell tickets, be sure to include the ticket price or suggested donation on your promotional items.
- ☐ If you want to track RSVPs, consider creating a Facebook, Evite or EventBrite event listing to send to your invitee list. Note that if your screening is free and seating unreserved, RSVPs will likely outnumber actual attendees by at least 10%.
- ☐ If you will need the help of volunteers, start recruiting them now!

2 Weeks Prior to Your Event

- ☐ Issue a press release to your campus newspaper, your local city daily paper and your alternative weekly, and submit your event details to the community calendar section of your local or campus newspaper.

- ☐ Post your event flyer near university buildings, cafés, student center bulletin boards, the bulletin boards of relevant campus departments (e.g. journalism, communications, American studies, history, law, and political science). Depending on the audience you’re trying to reach, you may also wish to equip a few volunteers with tape and thumbtacks, and send them on a posting mission at local stores, coffee shops and community centers like public libraries, senior centers, YMCAs and public schools.
- ☐ Promote your event on social media platforms by using photo stills from the film (all downloadable from our press kit or by linking to the film’s trailer. You can get even more creative by Tweeting quotes from the film in the lead-up to your event, or reposting reviews from the film’s festival run. Keep your social media audience excited about the coming screening by posting one item a day in your feed(s).

1 Week Prior to Your Event

- ☐ If you’ve used email or a program like Evite or EventBrite to invite guests, use this same approach to send a reminder to your invitees.
- ☐ Double-check with your venue about day-of-event details such as parking procedures, room capacity, wheelchair accessible entries and policies on food and drink.
- ☐ Do a technical test of your DVD and equipment. If you notice a problem with your DVD, send us a message immediately.

Specific Items to Check:

- ☐ Make sure the DVD plays all the way through.
- ☐ Make sure your projector, audio and DVD player cables fit.
- ☐ Make sure your sound is audible.
- ☐ Make sure the picture projected on your screen or wall is the right shape and size. If not, adjust your player’s and/or projector’s aspect ratio settings until the picture looks right.

CREDITS

Current and former students and advisors of the Human Rights Watch Student Task Force contributed to the development of this study guide: Jordan Abrams, Sarah Bessell, Pam Bruns, Nancy Flowers, Linda Gordon, Jessica Lynn, Heather Odell, and Chris Price.

The HRW Student Task Force is based in Los Angeles and is a youth leadership-training program that empowers students to advocate for human rights, especially the rights of children. Human rights education is central to the Student Task Force experience; for more information, go to <http://hrwstf.org>.

Produced By



RED LIGHT FILMS

