



Survivor-Centered Approaches to Disclosure and Reporting



Building a **Sexual Harassment-Free Workplace** in Electricity

Support Strategy and
Procedure Framework



Survivor-Centred Approaches

Prioritize the rights, needs, and wishes of the survivor

The survivor has the right to:

- be treated with dignity and respect, instead of being exposed to victim-blaming attitudes
- choose the course of action in dealing with the violence, instead of feeling powerless
- privacy and confidentiality, instead of exposure
- non-discrimination, instead of discrimination based on gender identity, age, race/ethnicity, ability, sexual orientation, or any other characteristic
- receive comprehensive information to help them make their own decision, instead of being told what to do



Obstacles and Barriers

- Employees who speak up against gender-based harassment and violence are concerned about retaliation and ostracism.
- Worried about being judged, stigmatized, or considered as troublemakers
- Fearful of facing retaliation by supervisor or organization
- Afraid to lose their job
- Concerned that reporting would hurt their career advancement
- Scared to come forward

75% of survivors faced obstacles when trying to resolve GBHV issues

Obstacles and Barriers



Lack of confidence in the complaint process

- Concerns about the complaint process (confidentiality, time to resolution, etc.)
- Belief that nothing will happen or that the situation will not be resolved to their satisfaction
- Tolerance of behaviour by organization

50% of survivors who reported an incident indicated that it was not resolved

Obstacles and Barriers



- Difficulty identifying gender-based harassment and violence
- Don't have a clear understanding of the spectrum of behaviours that constitute GBHV or "the workplace"
- Not sure if the action would be considered harassment, sexual harassment, physical violence, or sexual violence
- Felt the issue was too minor
- Felt that harassment and violence are seen as part of their job, and therefore not taken seriously



Obstacles and Barriers

Concerns about re-traumatization and lack of support

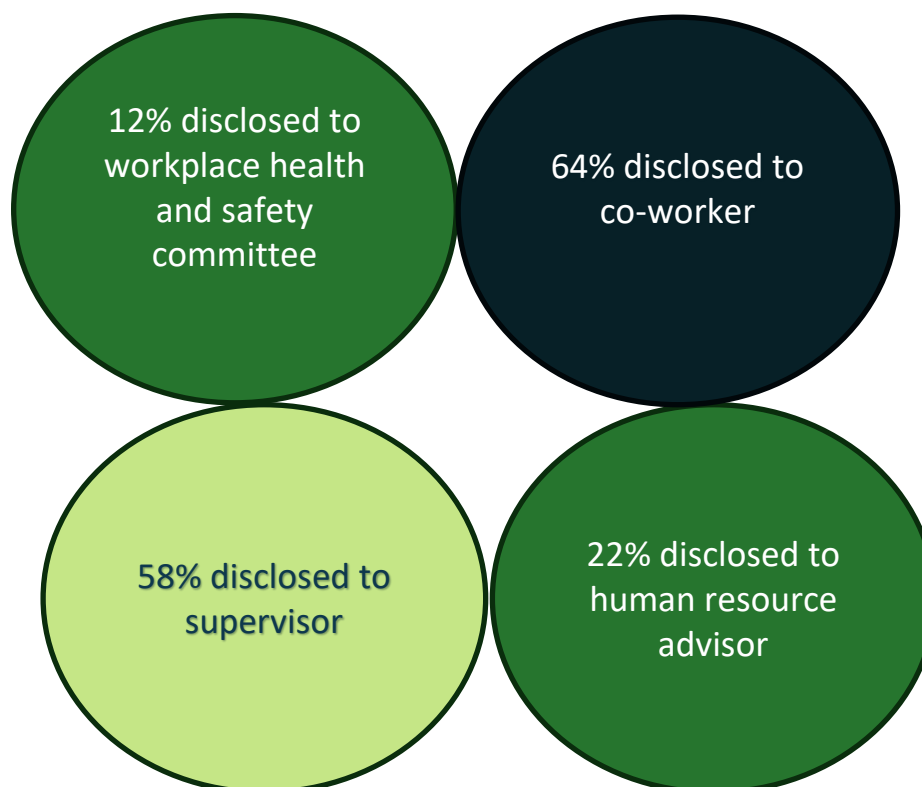
- Survivors and witnesses not willing to put themselves through a formal investigative process if they perceive the misconduct to be of a “minor” nature.
- Individuals who *had* previous experience of GBHV feel negatively about processes of redress and are less likely to report sexual harassment that they may experience or witness in future.
- Majority of employees believe that employers should be responsible for providing resources to employees who allegedly conducted or participated in workplace harassment or violence

Only 30% of survivors reported that their employer assists employees who have been exposed to workplace violence.

Disclosure



Survivors and witnesses were more apt to informally disclose to another co-worker.



Considerations for Safe Complaint and Survivor-Centered Reporting



A survivor-centred approach is a fundamental strategy shift, which puts the **empowerment of affected individuals** at its heart..

Within organizations, this entails **dealing with perpetrators** but also **managers and leaders** that dismiss reports of abuse.

Ease in reporting alone is not enough to motivate employees to report, especially if they already have negative expectations.

When survivors **feel emotionally capable** of reporting, **know how to do so**, and **feel the process is straightforward**, they are more apt to report.

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- A survivor-centred approach is a fundamental strategy shift, which puts the **empowerment of affected individuals** at its heart.
- Within organizations, this entails **dealing with perpetrators** but also **managers and leaders** that dismiss reports of abuse.
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Promising Practices



Key Take Aways

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Links to Resources

Being an Ally—Detect, Interrupt, Support

Resource: What to do if you witness inappropriate behaviour—possible responses

Resource: Barriers to disclosing and reporting gender-based harassment and violence

How you can respond to a disclosure