We would encourage the Women and Equalities Committee to look at the results achieved by the Callisto project (projectcallisto.org) in increasing reporting of sexual assault in university campuses, as we believe that the approach taken by Project Callisto could be used for employers looking to improve reporting of sexual harassment in the workplace.

Sexual assault survivors who visited their school's Callisto Campus website were 5 times more likely to report their assault than survivors who did not; and survivors using Callisto Campus report almost three times faster than the national average - 4 months versus 11 months (Callisto website).

‘Matched’ reporting routes increase reporting rates of sexual assault in universities
One of the features that Callisto offers students is a ‘matched’ reporting channel, through which students can choose to report their assault only if another student also reports an assault by the same perpetrator. Last year this increased the willingness of individuals to report sexual assault by 146% compared with the traditional reporting route (Project Callisto Annual Report, 2016, https://www.projectcallisto.org/Callisto_Year_2_highres.pdf).

Resistance training has also been shown to reduce campus sexual assault
We have also seen positive effects in universities of sexual assault resistance training programmes offered to women on campus. These programmes focus on giving women the tools they need to resist men who try to force them to engage in sexual activity they don't want, and reduces young women's belief in rape myths including woman-blaming explanations for rape. It is significantly more effective than education programmes aimed directly at men, most of which have achieved no significant results. Sexual Assault Resistance Training programmes, on the other hand, have resulted in a 47% reduction in incidences of sexual assault (http://www.nejm.org/doi/full/10.1056/NEJMsa1411131#t=article).

Details on these programmes can be found at sarecentre.org.

Safely Spoken is applying these insights to improve reporting of workplace harassment
The Safely Spoken tool is applying these insights to improve reporting of workplace harassment. Through Safely Spoken, employees can access a ‘matched’ reporting route that protects their reports in an escrow until others come forward, so that the individual doesn’t have to speak up alone.
Recognising the importance of resistance training, Safely Spoken also makes it easier for employees to connect to guidance and advice by creating anonymous channels for employees to speak to advisors.

Safely Spoken (safelyspoken.com) has been working with Callisto, as well as with the Behavioural Insights Team (UK) and the Office of Dispute Resolutions in Harvard, to refine their product.

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