Vault is a counter-harassment platform, built for the workplace and powered by blockchain technology. We believe we can end workplace harassment with technology and our company is on a journey to achieve just that.

The #MeToo and #TimesUp campaigns have revealed that workplace harassment is an endemic problem worldwide. Vault welcomes therefore this Parliamentary inquiry, especially in light of BBC Newsnight’s recent investigation into the harassment culture that allegedly exists within the walls of the House of Commons (8 March 2018).

We would like to make Parliament aware that a stone throw from Westminster, British technology is being developed to end the harassment culture at work. We are working with legal advisers, organisational and behavioural psychologists and ethical technology experts to drive a real change, and a first of its kind.

As Vault was set up, we looked into wide-ranging evidence and empirical research into workplace harassment. Experts from all over the world are reaching the same conclusion: the main problem with workplace harassment is that the reporting systems are broken, inadequate, insufficient. Vault was created to remove the biggest reporting barrier faced by employees: fear. And as we do so, we also serve as a deterrent, discouraging harassers from behaving unacceptably, and we reinstate trust between employees and employers and bring back confidence to traditional reporting channels. Finally, our technology would lead to a more diverse workplace by removing one of the biggest career obstacles for women and minorities.

As the CEO of Vault, who previously served a Civil Servant for almost a decade, I have first-hand experience of the toll which bullying and harassment takes on the careers of men and women in Whitehall, and how sceptic and disengaged people get whenever a new grievance procedure in introduced. The reason is simple: no grievance procedure has yet to help employees overcoming the fear to report. Our technology does exactly that.

The platform achieves this by providing the following:

1. Creating a digital space for users to record harassment incidents (tamper-proof, immutable, personal and encrypted)

2. **Allowing users to know whether their harasser has targeted other users in the company**, therefore empowering users to report.

3. Creating a safe channel of reporting to the right person at HR.

Importantly, we are not an anonymous reporting system, and believe that our solution is stronger and fairer than anonymous reporting solutions. As the distinguished Committee explores what actions should Government and other employers be taking to tackle harassment, we encourage you to consider what emerging technologies can offer in this
space, and amongst them, Vault’s unique solution of perpetrator-matching as means to significantly increase reporting. We would be honoured and delighted to discuss the approach we are proposing further, in front of the Committee or in other suitable fora.

You can learn more about our proposed solution through this short video:

https://youtu.be/NxhMkAkXGvY

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