1. Of those that responded to this question, only around one in eight had any examples of good practice that they wanted to share. A number of responses treated the notion of good practice existing on this issue as laughable; others stated that although individuals within an organisation had been supportive they did not feel that the employer had any corporate good practice.

   *Don't be silly. There are none that I ever heard of. Victims have always been persecuted, perpetrators never.*

2. Many examples given did not relate directly to institutional good practice by employers. Submissions included descriptions of:

   - Supportive activity by individuals following a negative or disinterested organisational response
     
     *My manager did not accept the brush off [from another department] and raised the issue to our department director and company director to push for HR to take it seriously.*

   - Positive elements of flawed processes
     
     *After weeks of asking, I was finally allowed to input into the case I'd reported*

   - Action taken by external organisations
     
     *My GP and local rape crisis centre have been tremendously supportive… my employer has been abysmal. The knowledge, support and professionalism of rape crisis services has been lifesaving.*

   - The impact of trade unions as a positive feature both in terms of negotiating positive policy and practice and when offering individual support.
     
     *The union rep that dealt with the issue I raised was so professional and helpful … The importance of a good union and reps in the workplace is paramount.*

3. Some submissions described activity such as being ‘taken seriously’, which would seem to be a basic prerequisite for all practice on this issue rather than a notable positive element. This may reflect the widespread nature of poor practice, where even responses that should be standard are viewed as good practice.

4. There were common themes in the examples of organisational good practice submitted by individuals. These included:
• investigations undertaken in a timely manner, with support offered to those involved

• well publicised, anonymous reporting mechanisms

  an 'independent helpline' was advertised in all of the company’s toilets and rest rooms

• monitoring of formal and informal reporting and action planning based on trends.

• Practical steps taken to create positive working cultures and emphasise organisational values

  The training and development there was brilliant, it was all about respect for the each individual employee ...each person’s goals within the company were all about working as a team and respecting your team members which created a good working culture.

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