#WeToo:
Is Your Organization Ready to Respond Properly
To Allegations of Sexual Harassment?

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What are we talking about?

Sexual harassment

Sexual abuse

Sexual exploitation
We are all objective professionals, aren’t we?

Should all 15 year-old girls be proposed to receive prescriptions for contraceptive pills independently of the consent of their parents?

Let’s build our first-response plan

Colleague enters your office with allegations of sexual harassment and sexual assault by her manager.

What are the first 5 things you do?
Let’s build our first-response plan

Listen!
- Let pressure go down
- « Tell me what happened »
- Follow-up with echo, active silence, « and after? »
- Identify what the victim wants or needs

Risks associated with interviewing victims

Convey expectations or judgement through « why » and « did you » questions

Suggestive interviewing, increased by the temptation to ease things when confronted with an overload of emotions

Victimize twice

Loose time
Serious crime - recent event?

Avail of medical assistance

Involve law enforcement immediately to secure evidence and follow instructions

The power of empathy

https://youtu.be/1Evwgu369Jw
How will you protect the complainant/affected person?

During the investigation?

After the investigation?

How will you protect the subject of the investigation?

During the investigation?

After the investigation?
Considering an internal investigation?

Collect testimony of the victim

Identify potential witness: direct, indirect, circumstantial

Secure evidence: ICT incl. logs, CCTV, access control…

Beware of suggestive interviewing and mobbing effect before interviewing witnesses

What to look for?

Two people behind closed doors. “He said, she said”

What evidence will you look for?
Prejudice about victims...

Memory is tricky, inaccuracies are not necessarily indicators of untruthfulness

Consent cannot be inferred by silence

Victim might care for the harasser

Fear of judgement

Nobody is perfect

Corporate structure

Anti-harassment policy

Designated response team with proper interview training

Train by-standers to listen-up, report and maintain confidentiality
Zero tolerance policy

What does it mean?

Every allegation is taken seriously

Established sexual harassment or assault triggers termination
**Press calling...**

Hi Cedric, It’s Marcus from Spiegel Magazine.

I am reporting on the accusations of sexual harassment against one of your senior managers. I have heard the victims reported the events to the Company and wanted to know what you have done since?

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**Lessons learned...**

PSEA provisions added to partners agreements, along with AML, CTF, child labor, land mines,…

*But the best policies will not work unless we address...*

Difficulty to manage emotions of investigation participants: victim, alleged harasser, witnesses

Everybody has vulnerabilities, so does the victim…

Every allegation needs to be taken seriously

Bystander training
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