**AAPC Theory of Change –> Know the Law –> Use the Law –> Change the Law**

**Simplified version**

**Detailed version**

*I propose that on the website, this could be structured to have just the simplified version as the default, with the user then able to click onto any of the steps to find out more information.*

* *More support for victims and by-standers to come forward*
* *With AAPC’s legal support services, victims and by-standers will receive on-demand advice on their rights, duties, remedial options, etc., online, urgently and confidentially. We also provide the biggest collection of relevant policies in the public domain for the first time.*
* *More reports of prohibited conduct*
* *With greater access to information and the guidance of legal experts, more women and others facing sexual harassment and other misconduct can take the step towards reporting the perpetrators. AAPC stands with the complainants.*
* *More legal and admin sanction of perpetrators*
* *To ensure that the internal justice mechanism is fair, transparent, and respectful of due process, AAPC guides survivors to all their options and will assist through the entire procedure of complaint, investigation and litigation to ensure sanction. When the cost of the behavior goes up, the incidence of that behavior will come down.*
* *Increased accountability of IOs*
* *Increased reporting require IOs to identify patterns/ repeat offenders, to allocate more resources and capacity to the problem, and to improve HR practices. Where they fail, increased reporting+litigation could result in a real ‘bottom line’ impact for IOs facing absences both on the complainant and perpetrator side, eventually impacting deliverables and mandate IN ADDITION to the present trust deficit from staff and loss of credibility in public eyes.*
* *More survivor centered policies and approaches*
* *To reduce the existing trust deficit and loss of credibility that most IOs face on the count of sexual harassment and abuse, AAPC will hold them to their own promises of safeguarding which begins at prevention. As the number of cases go up, AAPC will collate data to generate analysis on the specific areas of failing in the existing policies to assist their review and revision towards a survivor driven response.*
* *Cultural Change within IOs*
* *Increased prosecutions and the resulting increase in data will show the true cost of permitting a culture of harassment, abuse and discrimination to persist – ultimately making change imperative and inevitable. It also allows AAPC and other organisations to maintain pressure on international organisations to enact necessary changes and hold them to their commitments of change and reverse the culture of silence.*
* *Reduced incidences of prohibited conduct*
* *While we would like to believe a truly harassment free work place is possible, it will take time to get us to the lofty promises of ‘ZERO TOLERANCE’. Until then, AAPC hopes to slowly reduce the number of perpetrators in service and concomitantly the number of cases of misconduct.*