

# Why Procedural Justice?

The Protection from Sex-Based Harassment in Public Law in the UK, raises the prospect of young women reporting such offences to the police. However, a lack of trust in the police as an institution, creates a major barrier to reporting public sexual harassment to the police. Procedural justice (trust, voice, neutrality, and accountability) is a promising way forward, especially for police interactions with racially minoritised young women.



# SHaRE IT! Procedural Justice & Sexual Harassment



## Public Trust in the Police

Racially minoritised young women need to see the police as having trustworthy motives, as being sincere and authentic, and as trying to do what is right for everyone involved.



## Victim Voice

Racially minoritised young women need to have a chance to tell their side of the story and to feel that the police will listen and sincerely consider their account before making a decision.



## Police Neutrality

Racially minoritised young women need to see the police as fair and principled decision makers, who apply rules consistently, transparently and do not base their decisions on personal opinions or bias.



## Outcome Accountability

Racially minoritised young women need to feel that the emotional risks that they take in reporting incidents of public sexual harassment is worth it because the police will follow-up on the report in a serious and results-oriented manner.



# The Evidence: Barriers to Reporting

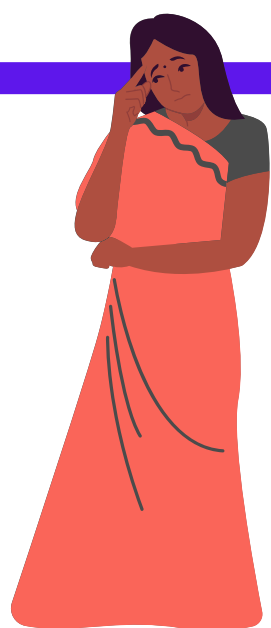


## Sexual Harassment & Assault

### SOURCES OF EVIDENCE

22 studies were included:

- 19 were high quality
- 13 focused on sexual harassment specifically
- 8 focused on reporting to the police
- 6 included predominantly racially minoritised populations



### STRUCTURAL FACTORS: Intersection of Race & Gender

Racially minoritised women felt that the police regarded them with apathy, and viewed them as less worthy of protection than white women. Thus they perceived the police as antithetical to their safety.

### INSTITUTIONAL FACTORS: Negative Police Perceptions

Studies found that women held the perception that police officers lacked sensitivity training and would likely blame, judge, mistreat and dismiss women reporting sexual harassment, sexual assault and other forms of gender-based violence.



### INTERACTIONAL FACTORS: Prior Negative Experiences

Previous negative interactions and experiences with the police left women with the impression that police lacked due concern about sexual harassment and assault.



### SITUATIONAL FACTORS

The nature of the assault left questions in victims' own minds about its seriousness in terms of whether or not a crime was committed.



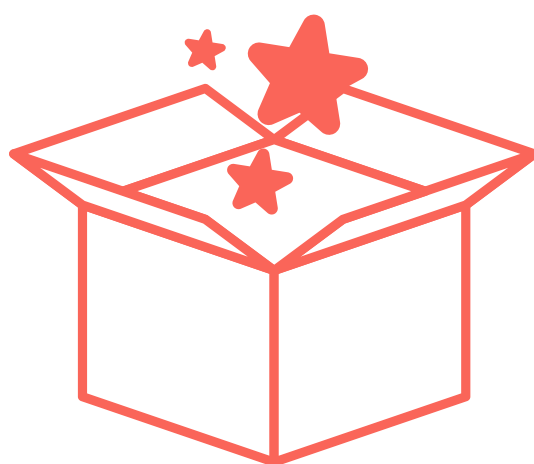
### INDIVIDUAL FACTORS

Many victims chose to prioritise their own safety and social support needs over formal actions such as reporting, having come to the conclusion that the costs/risks associated with reporting outweighed the both the harm caused and any potential benefits.



### OTHER FACTORS

- fear of family shame and stigma
- fear of retaliation
- normalisation of sexual harassment
- power imbalances



### PRACTICE-BASED SOLUTIONS

- prioritise victims
- hold perpetrators accountable
- public education campaigns to raise awareness



### POLICY-BASED SOLUTIONS

Further develop legal definitions and new legal frameworks for street harassment to aid with prosecution.



### OUR RECOMMENDATION

**Enhance police procedural justice** - research evidence showed that the perception of fairness was linked with a greater likelihood of reporting sexual harassment and assault.





# The SHaRE IT! Project

## Racially Minoritised Young Women Perceive a Lack of Police Procedural Justice as a Barrier to Reporting



### Overview

In terms of the four pillars of procedural justice, what seems to matter most for sexual harassment cases is trust, which hinges on voice (feeling heard) and neutrality (fair and impartial treatment).



### A Lack of Trust

01

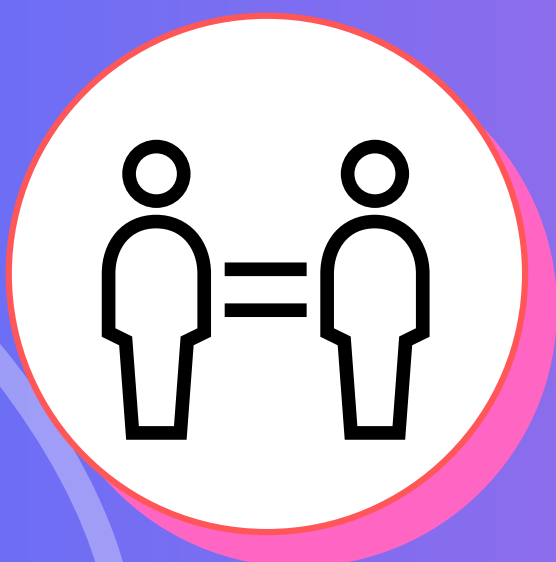
“I don't trust the police. Truthfully speaking. I don't trust that they'll do the right thing on time. I don't trust that they're going to be kind enough to me. I don't trust. I feel like it's just a waste of time on my end.” [Lola, 22]



### A Lack of Voice

02

“It's a very horrible experience, and it's just incredibly disheartening to, to think that like your word isn't enough [...] What reason would I have to lie about something like this?” [Briana, 19]



### A Lack of Neutrality

03

“...it is something that just does cross your mind like, am I going to be taken seriously because of my skin [...] I think if you're like a straight, white, rich woman, you're going to get believed.” [Bria, 18]



### A Lack of Accountability

04

“I'd rather hear we're gonna solve this than hear your feelings are valid. I know my feelings are valid. I know what I experienced right now was basically just sexual assault. Just do something about it, you know.” [Lucy, 22]

# The SHaRE IT Project

## Youth Solutions to Reduce Barriers to Reporting



01

### Training

Increased police training especially sensitivity training.



02

### Information

Readily available information on how to report and the procedural steps involved.



03

### Dedication

Replication of “Ask Angela” / TFL campaigns in local communities to show dedication.



04

### Community

Increased use of people-centred community policing approaches.



05

### Choice and Diversity

Preference for reporting to sexual assault / sexual harassment liaisons, as well as, the option to report to a woman of colour.



# The Evidence: Police Procedural Justice



## Training Benefits

### SOURCES OF EVIDENCE

26 studies:

- 17 rated high quality
- 20 interventions and/or experiments
- 8 focused on general police training
- 1 focused on police response to sexual assault reports



### WHAT WORKS: Enhancing Trust

Research suggested a strong link between trust and the other pillars of procedural justice. When training was effective in increasing officer support for all four pillars of procedural justice, this tended to be the main condition under which perceptions of police trustworthiness increased.



### WHAT WORKS: Enhancing Voice

Evidence suggests that it is possible to improve victims' experience of procedural justice by offering them a voice and control of information.



### WHAT WORKS: Enhancing Neutrality

One study showed that cultural training could promote confronting prejudice and another study showed notable improvement in procedural justice among White officers.



### WHAT WORKS: Enhancing Respect

Evidence from coded role-play videos suggests that procedural justice training enhanced respectful reassuring behaviours and decision making when police dealt with rebellious youth.



### INFLUENCING POLICE ATTITUDES AND BEHAVIOURS

Officers had positive attitudes toward training and displayed improved attitudes and behaviours. Quality of interactions also rated as higher by victims for officers trained in procedural justice.



### INFLUENCING POLICE HANDLING OF SEXUAL ASSAULT CASES

Training was effective in increasing officers' perceived importance of procedural justice practices and intention to arrest suspects.



### INFLUENCING PUBLIC PERCEPTIONS OF THE POLICE

Procedural justice training was associated with more positive/less negative public perceptions of police and greater compliance over time.



### EFFECTIVE TRAINING STRATEGIES

Various police-led interventions, such as conferencing, community policing, and reassurance policing, were effective in promoting citizen satisfaction, confidence, compliance, and perceptions of procedural justice.



### OUR RECOMMENDATION

#### A Promising Practice...

The quality of treatment received by racially minoritised young women who report sexual harassment to the police receive is paramount. Positive and procedurally just encounters can potentially override prior negative perceptions of the police, thus reducing barriers to reporting.





# 6 REASONS TO SIGN-UP SHaRE IT WORKSHOP



## 3. Learn

Learn more about procedural justice principles and strategies for implementing them in daily police work.



## 5. Practice

Participate in roleplaying activities with fellow police officers and supervisors to see how procedural justice practices are enacted in relevant scenarios.

## 1. Listen

Listen to the voices of racially minoritised young women on their concerns around a lack of procedural justice as a barrier to reporting public sexual harassment to the police



## 2. Discuss

Discuss police views on the case studies presented, thinking about what the racially minoritised young women experienced and how the officer responded in that scenario



## 4. Brainstorm

Think about how you can apply procedural justice principles in your everyday police practice and specifically if dealing with reports of public sexual harassment from racially minoritised young girls.

## 6. Reflect

At the end of the workshop reflect on what was the largest take away from the workshop for you and make a practical plan for how you intend to change your approach based on what you've learned.

