**Standards, Procedures and Public Appointments Committee**

**Inquiry into sexual harassment and inappropriate conduct at the Scottish Parliament**

**Written submission from [INSERT NAME HERE]**

[The questions below are based on the call for evidence. It is not mandatory to include text for each question or for the questions only, so please delete/add as appropriate]

1. **What are the key principles and essential elements of a reporting, investigation and sanctions framework for use by the Scottish Parliament to deal with sexual harassment and inappropriate conduct that would inspire confidence in those engaging with the process and the public in general?**
2. **What features of reporting and investigation frameworks can act as barriers to reporting and a lack of action on undesirable behaviours? Please provide examples.**
3. **How can positive changes to workplace culture be achieved that lessen the prevalence of sexual harassment? What examples of best practice are there from which the Scottish Parliament could learn?**
4. **Do you have any comments on how effective and clear the current arrangements are in the Scottish Parliament for reporting sexual harassment? Do you have any suggestions for changes to improve the current rules and procedures?**

**NAME**

**ORGANISATION
DATE SUBMITTED**