



SAFE2SAY OVERVIEW

INTRODUCTION

Safe2Say exists to end the silence which protects offenders, not victims. Providing a safe, secure way to raise concerns without fear is critical to accountability and cultural change.

Safe2Say is an award-winning, anonymous reporting platform developed by Crime Stoppers WA to meet a long-recognised need in Australia: a trusted way for individuals to disclose inappropriate conduct in the workplace. This includes bullying, discrimination, sexual harassment, coercive or unethical behaviour, and other breaches of integrity that traditional reporting systems may not be well equipped to handle.

In many organisations, internal reporting mechanisms could be seen as intimidating, biased, or ineffective. This perception often deters individuals from coming forward, especially where power imbalances, fear of retaliation, or concerns about confidentiality exist. Safe2Say addresses these issues by providing:

- **Anonymity**, including IP protection via the Tor network and metadata stripping from uploaded documents
- **Two-way encrypted communication**, enabling HR, integrity units, or external investigators to ask follow-up questions and offer support
- **Groundbreaking technology and user-led design**, allowing reporters to engage in their own words, in their own time, to maximise sharing of quality information.

THE PROBLEM: WORKPLACE MISCONDUCT OFTEN GOES UNREPORTED

Even in well-intentioned organisations many employees may not feel safe using internal channels to raise concerns about bullying, harassment, or misconduct. Research from the Australian Human Rights Commission found that nearly two in five people experienced workplace sexual harassment, yet only 18% reported it.

The barriers include:

- Fear of retaliation or career impact
- Lack of trust in internal processes
- Concern that reports will not be taken seriously or lead to meaningful action
- Uncertainty about whether a behaviour is serious enough to report

Without an option to report safely and anonymously, individuals often remain silent, and psychosocial risks remain hidden.

THE SOLUTION: A SAFER WAY TO SPEAK UP

Safe2Say is specifically designed to empower individuals to speak up. It creates a safe space for early disclosure, constructive engagement and, where appropriate, escalation to formal processes which can complement your existing reporting systems.

Importantly, Safe2Say aligns with the Australian Human Rights Commission's *Respect@Work* framework, which emphasises the importance of confidentiality, privacy protections, and the option of anonymous reporting. By meeting these criteria, Safe2Say helps organisations stay ahead of regulatory expectations and foster a more supportive culture.

Safe2Say can also reduce your legal, cultural and reputational risk and support your duty of care obligations under workplace safety and anti-harassment laws.

KEY BENEFITS

- **Anonymous two-way communication:** Investigators or HR personnel can ask clarifying questions, offer support, and gather facts without ever knowing the identity of the reporter unless the reporter chooses to reveal it.
- **Trust-building over time:** Anonymous dialogue allows trust to grow, leading many reporters to eventually identify themselves voluntarily.
- **Supportive design:** Built with input from industry professionals, ensuring that reporters feel empowered by the process.
- **Staged disclosure:** Individuals can start by seeking advice or validation, without committing to a formal complaint.
- **Inclusive:** a proprietary, secure, front-end translation tool enables multi-lingual reporting.

RESULTS & AWARDS

Safe2Say has been adopted by many government, private and not-for-profit organisations who are committed to preventing misconduct and improving staff well-being.

Outcomes include:

- Early detection of inappropriate conduct, facilitating proactive intervention
- Increased confidence and willingness to report, especially from previously silent groups
- Decreased fear of retaliation due to robust anonymity protections

Endorsements and Awards:

- Australian Crime and Violence Prevention Awards 2025: Silver Award (Community)
- Winner of the WHS Foundation 2024 Psychosocial Health Award
- Recommended in WA Parliament's Report *Enough is Enough: sexual harassment against women in the FIFO mining industry*
- Finalist in the 2022 DEMIRS Work Health and Safety Excellence Awards

NEXT STEPS

To arrange a demonstration or receive more details, please contact info@safe2say.com.au