



Good Practice Summary: 10 key steps for the private sector in screening, preventing, and responding to reprisals against project stakeholders

Addressing reprisal risks requires a holistic approach. This includes creating and maintaining a culture of openness at the company; communicating clear policies and procedures on anti-retaliation to workers, contractors, partners, government, security forces, and communities; assessing the risks; strengthening systems; and being ready to address allegations of reprisals against project stakeholders.





2 Identify, assess, and monitor reprisal risk factors.



- Raise awareness and build staff capacity on reprisal risk.
- Communicate and engage with stakeholders on zero-tolerance commitment.
- Adopt an open, transparent, and inclusive approach with stakeholders.
- Address risks to participants during consultation processes.
- Scale up consultations with project stakeholders where reprisal risks are significant.
- Account for reprisal risks in the project grievance mechanism.



- Have protocols for incident response and proactive resolution in place.
- Protect confidentiality of complainant identity and information.