

### Phase 5: Analysis & follow-up measures

#### Step 5.3: Reporting & communication

##### How to communicate your findings?

There are different ways to report on and communicate about the process and findings of a human rights impact assessment (HRIA), depending on the context. Various **forms to communicate** include in-person meetings, online dialogues, consultation with affected stakeholders, or formal public reports. If possible, communication about the HRIA process and findings should include a combination of dialogue and engagement of relevant stakeholders, especially the involvement of rights-holders already involved in the consultation process, as well as the publication of an HRIA report. Through stakeholder engagement, the company can demonstrate its commitment to transparency and engagement and that it complies with human rights due diligence and respect for human rights.<sup>1</sup>

When reporting on human rights impacts and the HRIA, a **number of challenges** for rights-holders, businesses, the assessment team and other stakeholders arise. In cases where full disclosure would cause risks to rights-holders or be counterproductive for engagement on human rights with business partners or the government, other alternatives to publication of the full report may be considered. A possible alternative would be the publication of a summary report of the key findings. Other challenges may be associated with ensuring real accessibility of the report to rights-holders due to language, literacy, physical accessibility, and information complexity considerations. Furthermore, companies may be hesitant to report on HRIA findings in destinations where the reporting may be perceived as critical of the host-country government or joint venture partners.<sup>2</sup>

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<sup>1</sup> Danish Institute for Human Rights (2020): Phase 5: Reporting and Evaluation, <https://www.humanrights-in-tourism.net/sites/default/files/media/file/2022/rc220danish-institute-hria-toolbox-and-guidance-2020-2009.pdf>, p. 107-108.

<sup>2</sup> Danish Institute for Human Rights (2016): Phase 5: Reporting and Evaluation, <https://www.humanrights-in-tourism.net/sites/default/files/media/file/2022/rc220danish-institute-hria-toolbox-and-guidance-2020-2009.pdf> p. 112 ff.