



IMPACT

confidence › safety › empowerment



Bystander Skills to Interrupt and Prevent Sexual Harassment & Abuse

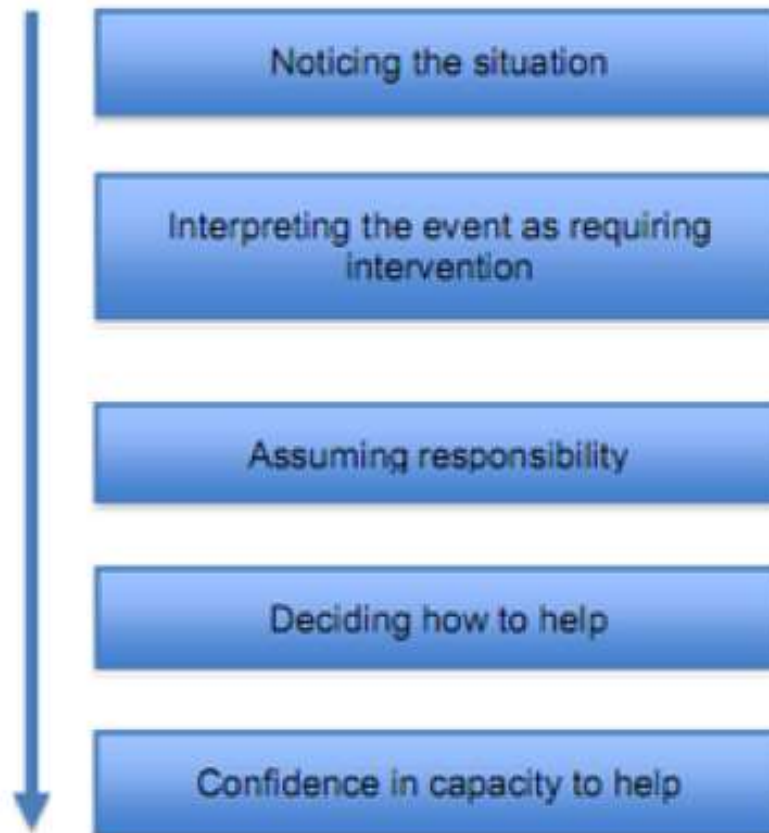
What is a bystander?



- A person who is not the aggressor or the target of an act of abuse or harassment
- AND who is in a position to prevent or interrupt it.

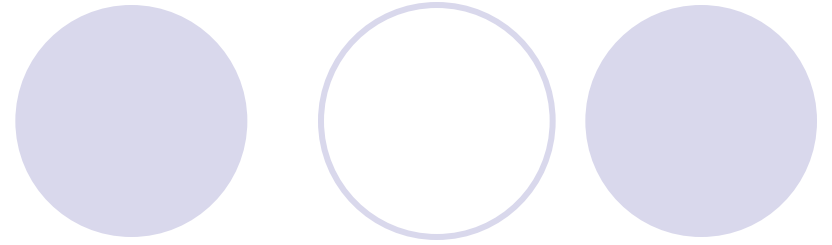
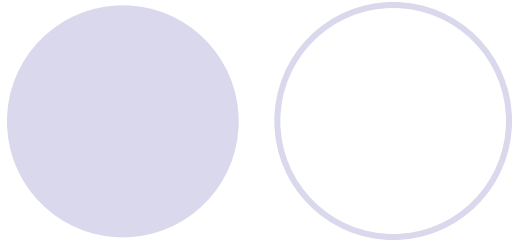
BYSTANDER BEHAVIOR

Figure 1 Latané & Darley's (1970) five-stage model



Some questions to ask ourselves...

- Why am I moved to intervene?
- What level of personal risk am I willing to take?
- What skills can I bring to the situation?
- How do I know my intervention will help?



INTERPRETING A SITUATION

Boundary Violations on a continuum

Missed
Social Cues

Inappropriate
Behaviors

Abusive
Behaviors

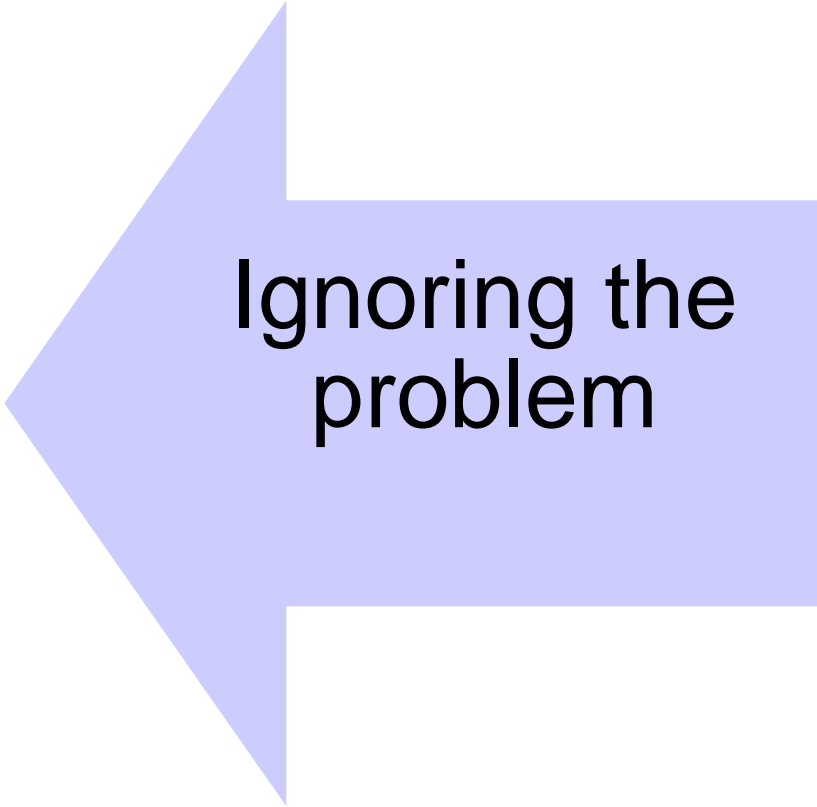
When We Observe Boundary-Violating Behavior



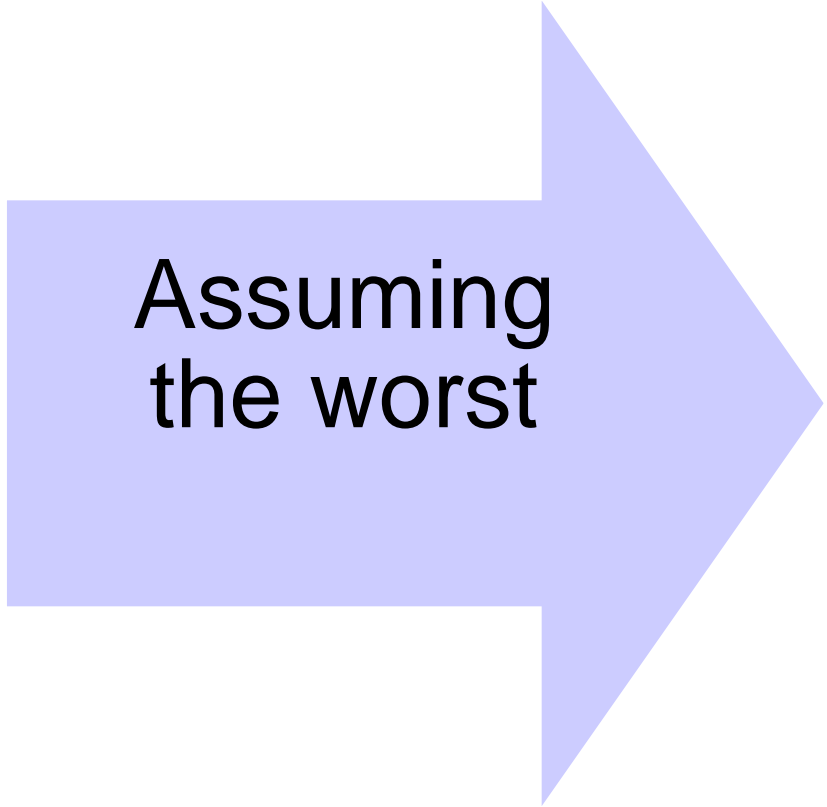
- Try to understand the behavior
- Communicate a concern
- Communicate a message about shared values
- Identify next steps based on
 - Reaction in the moment
 - What changes after the fact

Addressing the behavior can help us determine where it falls on the continuum

Staying Away from the Extremes



Ignoring the
problem



Assuming
the worst

What is a challenging conversation?



- Asking questions that are uncomfortable for you or the other person
- Communicating a concern or problem you see with someone else's actions
- Questioning a common practice or widely held belief
- Bringing attention to actions you see as inappropriate

Why We May Avoid Challenging Conversations

- It's hard to question people we like or respect
- Fear of repercussions
- They are uncomfortable for us
- We may second guess ourselves
 - Am I overreacting? Is it really a problem?



But when we say nothing...

- A person who is not using good judgment doesn't get an opportunity to learn
- A person who is at risk to perpetrate sees boundary violations going unchallenged.
- We don't get information that helps us tell the difference.

Strategic Choices



- Speaking directly to the person or reporting to another person
- Interrupting an interaction in the moment or talking to the person later
- Having a casual or serious tone

Your choices may be based on your personality, your experience, or your relationship

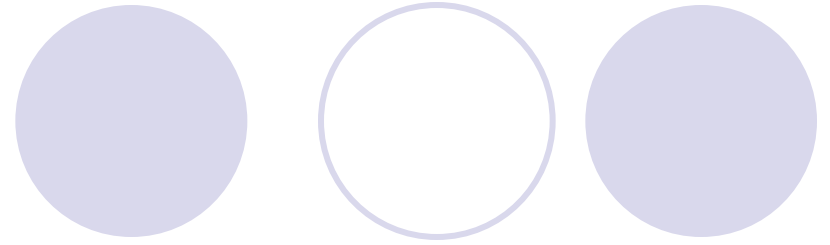
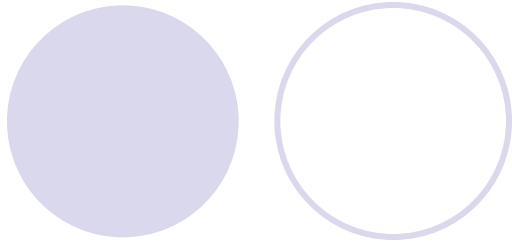
Awareness of Biases



- Cultural biases
- People who are well-respected & established vs. those who are new or unknown
- Differences in power or authority in an organization

Today we will focus on skills

- Managing adrenaline/stress response
- Defining the behavior and the concern
- Communicating the concern
 - Body language
 - Tone
- Addressing challenging reactions



Step 1

MANAGING ADRENALINE/STRESS RESPONSE



What is Adrenaline?

Adrenaline is a stress hormone produced in the body when there is a perceived threat or danger.

Fight, Flight, Freeze Response

- Blood rushes to major muscles
- Heart – may feel heart racing
- Lungs – may experience shorter, faster breath
- Limbs – may be shaky, or feel cold or hot

These are physical sensations that we interpret as fear, anger, stress. We will address them physically.

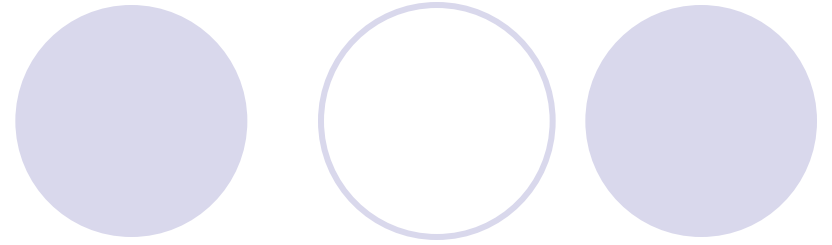
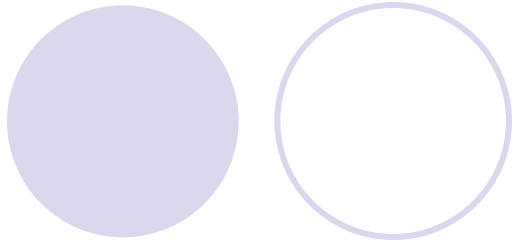
Effects of Adrenaline on Brain Function



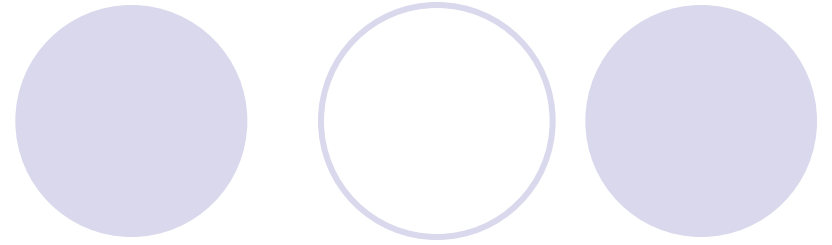
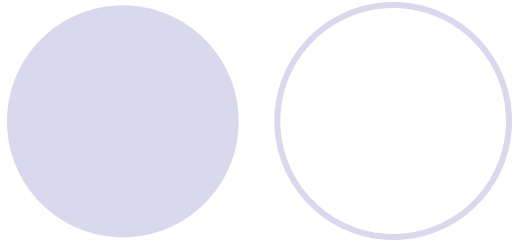
- Prefrontal Cortex (controls language and high-order) thinking is most vulnerable to stress hormones
- Decline in prefrontal cortex activities
- Brain scans of humans under stress show diminished activity in the prefrontal cortex
- Humans under stress default to habitual behaviors
 - Activation of habitual/automatic responses
 - De-activation of complex thinking and decision making

(Arnsten 2009)

(Yu 2016)



FIRST:
ADVOCATE FOR OURSELVES
WORKPLACE SCENARIO

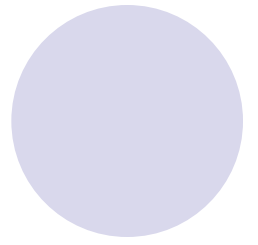
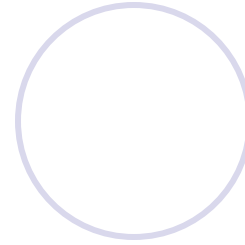
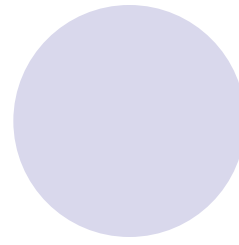
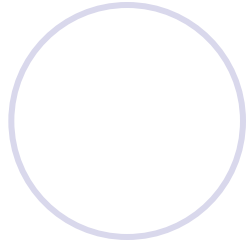
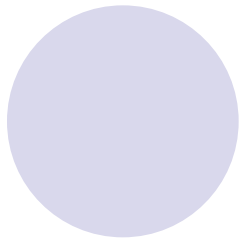


NEXT:

ADVOCATE FOR OTHERS

Challenging Conversation Steps

- Breathe
- Clearly identify the problem
- Say what you want or what the group expects
- Assess the response
- Agree on a next step



I saw (or I heard) _____

It concerns me because _____

I/we believe/value _____

So I hope you will _____

Tone & Body Language

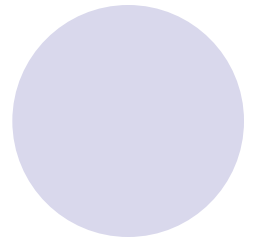
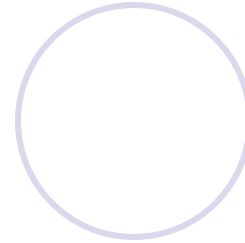
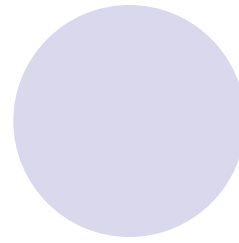
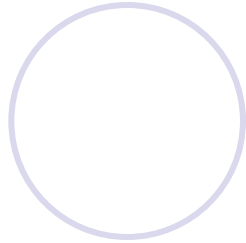
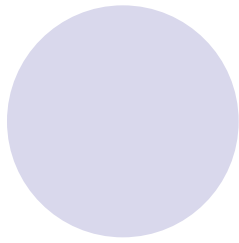


Tone

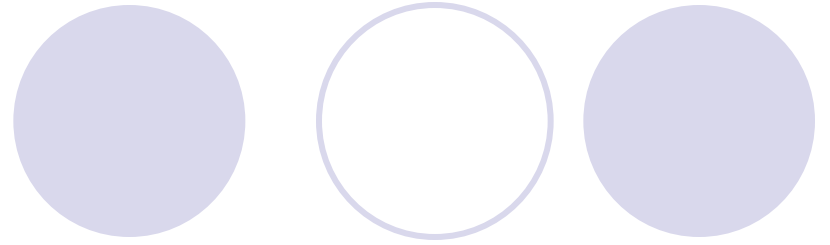
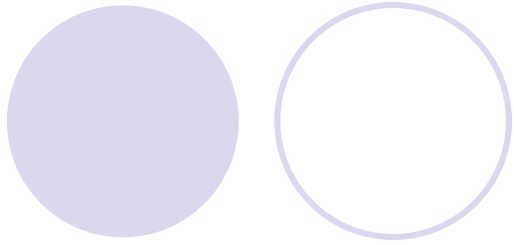
- Respectful
- Firm

Communicating with our Bodies

- Shoulders back
- Maintaining physical distance
- Not communicating aggression or nervousness



CONVERSATION DEMONSTRATION



STRATEGIES FOR CHALLENGING RESPONSES



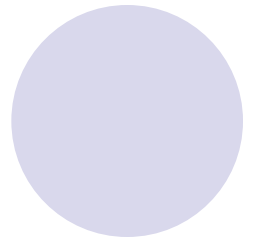
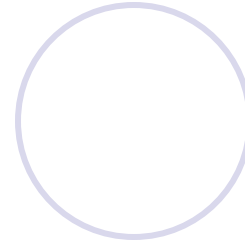
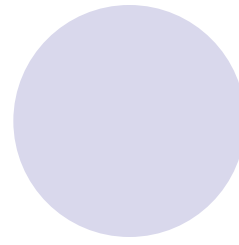
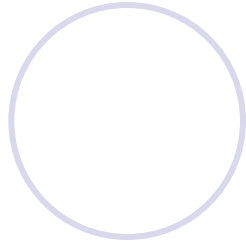
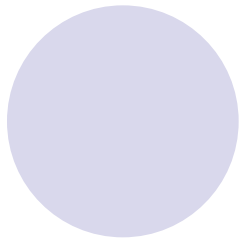
Minimizing

DISMISSING THE PROBLEM OR
TRYING TO CONVINCING YOU THAT
YOU ARE OVERREACTING

Strategies for Minimizing



- Maintain Conviction
- Communicate Clearly about why the issue is important
- Respond to minimizing



Shifting Focus

**BRINGING UP OTHER PROBLEMS OR
ISSUES AS AN EXPLANATION**

Strategies for Shifting Focus

- Bring focus back to the issue you raised
- Acknowledge any truth to the issues they raise
- Agree to discuss other issues at a later time but stay on track



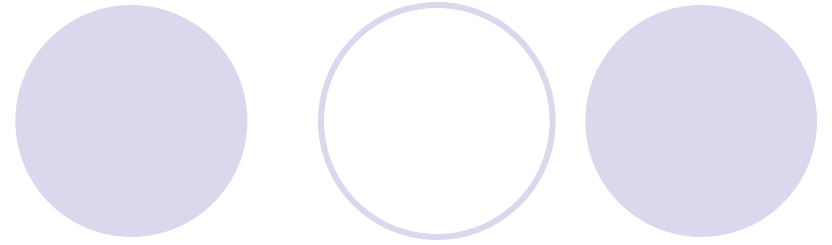
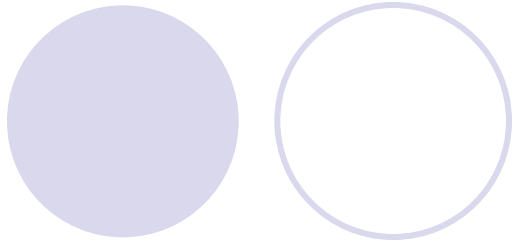
Defensiveness

**EXPRESSING ANGER OR DISRESPECT IN
RESPONSE TO THE CONCERN**



Strategies for Defensiveness

- Stay calm
- Avoid apologizing or minimizing your concern
- Maintain focus on the issue
- End the conversation if it is no longer productive



SCENARIO:
INTERVENING IN THE MOMENT