



Advocates for Sexual Assault Prevention (ASAP) members are dedicated allies to sexual harassment and assault survivors and friends of survivors. If you or someone you know is in need of a support system, ASAP will value your word and empower you to overcome your trauma. ASAP is entirely confidential and committed to making you feel safe.

ASAP gives students the choice to contact whichever advocate(s) they want. If you are unsure who to speak with, you can email ASAP for assistance.

**To find out more visit [www.washjeff.edu/asap](http://www.washjeff.edu/asap)**

**Thank you for caring  
about your peers and  
the W&J community!**



**WASHINGTON  
&  
JEFFERSON  
COLLEGE**

**PRESIDENTS MAKE AN  
IMPACT**



**BYSTANDER  
TRAINING**

# Behold the Power of Engaged Bystanders...

Let's start today...  
We have today.  
We have each other.  
We are here to be equipped.  
We are here to actively, visibly intervene and do something about  
interpersonal violence.  
We need each other.  
We have power.  
We can create a powerful, visible, transformative cultural shift.

**We start today.**

# What Do We Mean by Interpersonal Violence?

Physical assault, sexual assault, stalking, and the choices to tolerate, justify, perpetuate violence.

Sum of individual decisions, moments, and values, small actions, made by all of us, which creates the climate, culture, safety, or lack of it on our campus home.

Interpersonal violence impacts everyone. Power based personal violence affects persons of all genders, sexual orientations, of every race and background. It affects people at every SES level, and all political and religious persuasions. It affects people at every age and stage of life.

## Now. Imagine...

Imagine that WE can start to use our collective power to shift the culture...right here and now...  
WE can!

*I am here and so are you. And we matter.  
We can change things.*  
~ Ella Baker

## My Notes

[illegible]

## Acknowledgments & Resources

**National Sexual Violence Resource Center**  
www.nsvrc.org

**Mic Network Inc. (Brock Turner Article)**  
[www.mic.com/topic/brock-turner](http://www.mic.com/topic/brock-turner)

**This workshop has been based, in part, on the work of Dorothy J. Edwards, Ph.D. GreenDot 2.0, 2014**

## My Notes

[illegible]

## Who is the 'Bystander'?

## Bystander

Anyone in the community who sees or hears about a behavior that could lead to something high risk or harmful. Every bystander faces the same choice: “Do I get involved and try to make things better?” or “Do I ignore the situation?”

### Passive bystander

Those who look around at others and then choose to do nothing.

## Engaged bystanders

Individuals who DO something to decrease the likelihood that something bad will happen or get worse.

## When and How to Intervene?

Anyone can be an engaged bystander in a respectful manner, to help encourage healthy and safe relationships that are free of sexual violence. Social norms oftentimes contribute to sexual violence in our society. These norms objectify men and women of all ages, glorify power over others, bolster male dominance, and condone violence and aggression. Social norms can be very influential, but changing social norms can decrease sexual violence in any community.

# A Reflection on Me!

What are my roles in life?

If a new person joined my group of friends or my team or organization, how would that person know that interpersonal violence is not okay with me and that they are expected to do their part to keep W&J safe?

What is my connection to power based personal violence?

Who is one person I think would like to do a bystander training? What would I tell them about being a bystander?

Look at the list of values and adjectives, choose your own answers to the following questions: **How do I see myself?**

*Be the change you want to see in the world.*  
~ Mahatma Gandhi

# Changing the Culture. We can Do It!

We can be proactive by making small daily choices to communicate two new norms to the people who are close to us.

1. Violence is not OK and will not be tolerated.
2. Everyone can do their part.

Let's brainstorm everyday opportunities to speak up, or act in some small way that says **Interpersonal Violence Is Not OK.**

**Who do I aspire to be?**

**How do I want others to see me?**

**What are realistic things I can do?**

**How do I want to be remembered?**

*Our values can shield us in trying times.*

# Types of Interpersonal Violence Let's Talk...

## Sexual Assault

## Domestic/Dating Violence

## Stalking

## Dos and Don'ts

**Do** consider all your options, including those that may not involve directly addressing the person.

**Do** assess your circumstances and proceed with the safest, most appropriate approach.

**Do** take as much time as you need to prepare a thoughtful response.

**Do** maintain a friendly, non-confrontational tone.

**Do** try to stay calm and collected.

**Do** use your skills as an advocate to subtly communicate the ways in which certain social norms condone violence and trivialize the experiences of survivors.

**Do** focus on your knowledge rather than on someone else's negative behavior.

**Do** make a difference!

**Don't** feel compelled to put yourself in a situation that seems unsafe or uncomfortable.

**Don't** react impulsively, even if what happened was extremely upsetting.

**Don't** attack the person or call their character into question.

**Don't** yell at or harass the person or become overly emotional.

**Don't** force the conversation or become frustrated if you're not able to address every aspect of the problem.

**Don't** get upset if they don't quite get the picture or continue to be contrary, defensive, or belligerent.

**Don't** let the response become an argument. The intent is not to "win" or prove the person wrong, but to work with them on opening their mind, shifting problematic frameworks, and encouraging productive thoughts on the topic.

# Checklist for Being an Engaged Bystander

- Am I aware there is a problem or that someone needs help?
- What are my options?
- Can I keep myself safe?
- Can I call upon others for assistance?
- What are the costs and benefits for me taking action?
- What action should I take?
- Do something!
- When you witness an act of sexual violence, get support from friends or people around you; you never have to act alone.
- Be direct, honest, and respectful when intervening.
- If you do not feel safe intervening in a particular situation, contact Campus and Public Safety or a Resident Assistant. If you are off campus call 911.

## Take Time for a Closer Look

### Take a closer look.

What are subtle signs, subtle differences between “high risk” behaviors and “normal” behaviors for the three types of interpersonal violence we have discussed?

### Check-in.

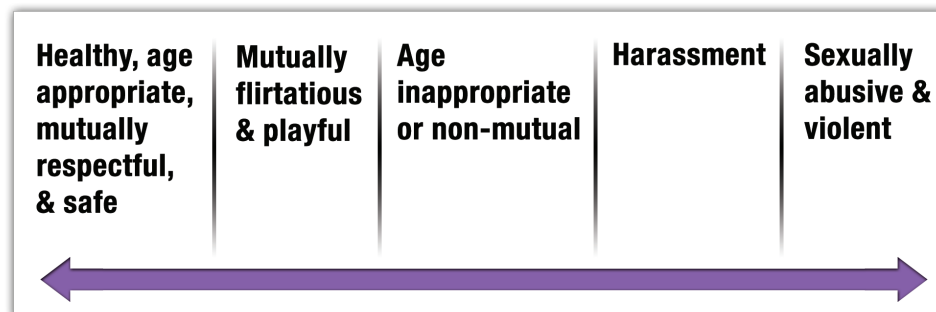
When a situation is unclear can we just “check-in?” What might we lose or gain if we do?

### What if this was a loved one?

Ask yourself, “If it were someone that I love in this situation, would I want someone to check in or intervene?”

It is important to understand that there is a continuum of behaviors associated with sexual violence (see chart below). Most people think it is only necessary to intervene in acts of abuse or rape, but there are hundreds of comments, harassments and other forms of abuse that are also dangerous.

These acts may seem less important, but intervening for instances like this may help prevent someone from being harmed.



*Life's most persistent and urgent question is  
'What are you doing for others?'*  
~ Dr. Martin Luther King Jr.

# We Need to Talk About Obstacles...

**What might be personal obstacles?**

**What might be some relationship barriers?**

**What are some general barriers?**

## The 3D's

**Direct** - Check in yourself

**Delegate** - Get someone else to intervene

**Distract** - Create a diversion to diffuse the situation

**Let's brainstorm some moves for each of the three!**

**Direct -**

**Delegate -**

**Distract -**

**My fav from the Think Fast Relay was:**