

Relationship Dynamics & Bystander Intervention

Title IX Office



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What we are doing today

1

- Discuss Equality and Power & Control Relationship Dynamics.

2

- Identify warning signs of power & control in relationships utilizing healthcare setting data.

3

- Analyze the 5Ds of Bystander Intervention when evaluating appropriate application through scenario-based cases.



Ground Rules



What is said here stays here, what is learned here leaves.



If you take space, make space.



This is a practice space. We are not expecting perfection and experts.



Take care of yourself and the people around you.



Title IX of the Education Amendments of 1972:

Prohibits sex discrimination in education programs and activities receiving federal financial assistance. It prohibits sexual harassment, domestic/dating violence, sexual assault, stalking, and retaliation. It protects the rights of all in the educational setting including Faculty, Staff & Students.

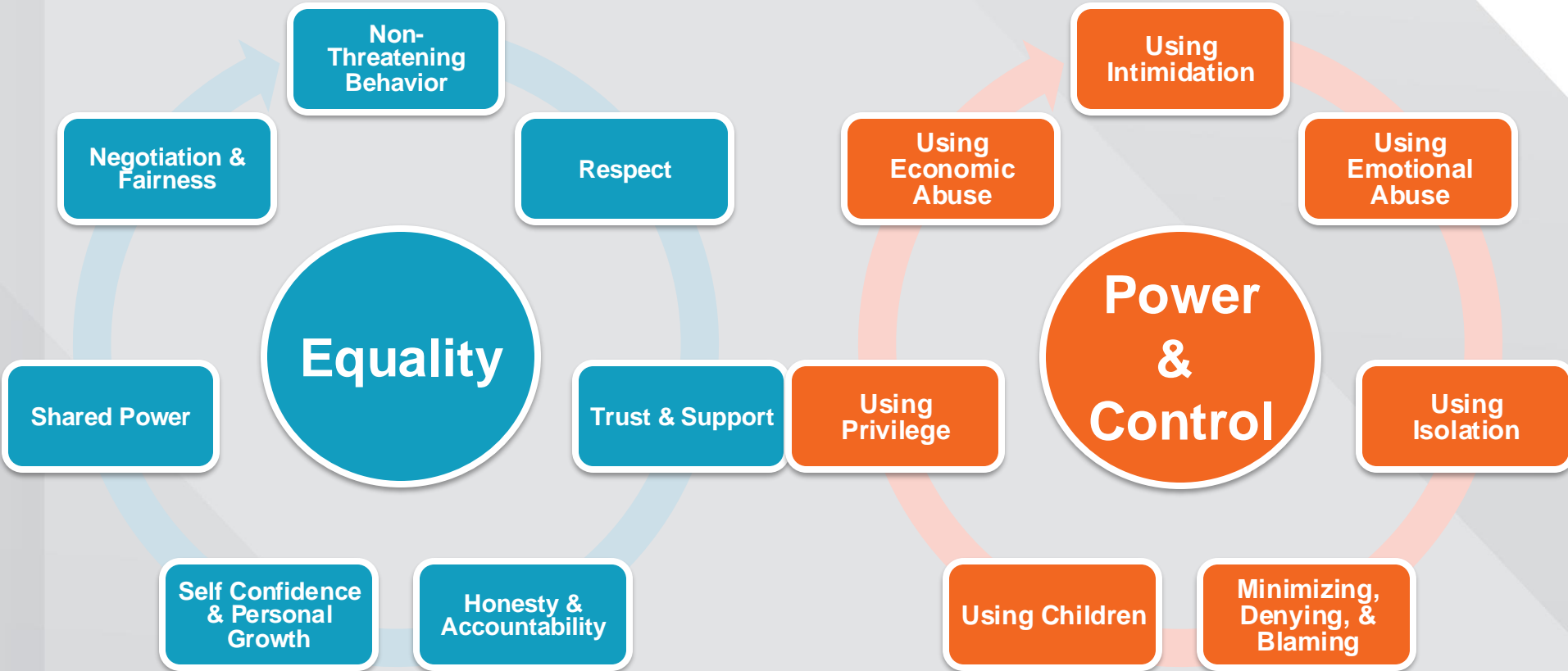
Title VII of the Civil Rights Act of 1964:

Prohibits the discrimination against someone in employment based on their race, color, religion, sex (including pregnancy, sexual orientation), national origin.



Relationships of Equality vs. Relationships of Power & Control

Relationships





Poll: Have you seen sexual harassment, sexual assault, dating violence, and/or stalking in a movie or TV show?



Poll: Do you know someone who has experienced sexual harassment, sexual assault, dating violence, and/or stalking?



Prevalence of Sexual Violence

Over **1 in 2**

women have experienced sexual violence involving physical contact during her lifetime.



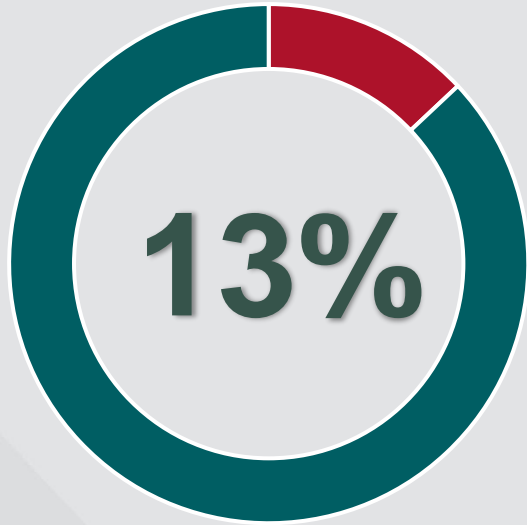
Almost **1 in 3**

men have experienced sexual violence involving physical contact during his lifetime.

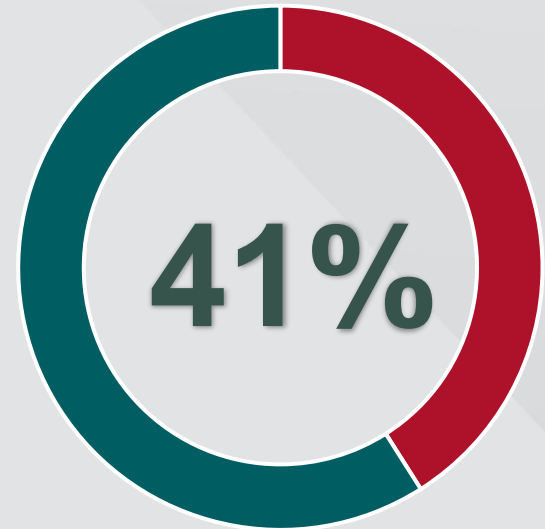




2019 DATA FROM THE ASSOCIATION OF AMERICAN UNIVERSITIES

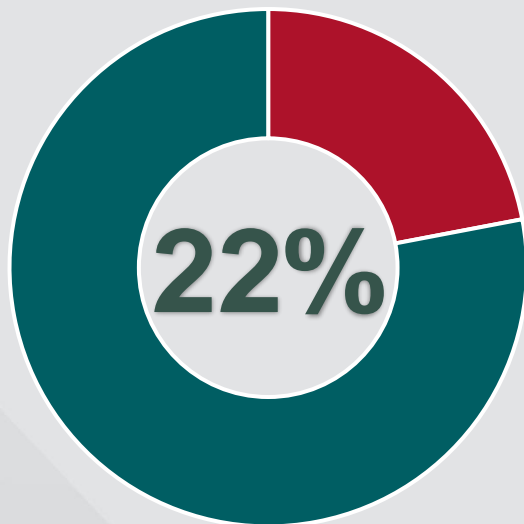


**Of undergraduate and graduate
students experienced nonconsensual
sexual behavior.**

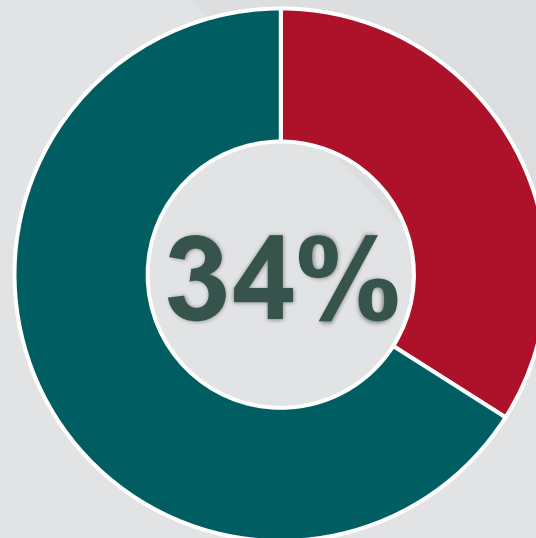


**Of undergraduate and graduate
students experienced sexual harassing
behavior.**

2022 DATA FROM THE ASSOCIATION OF AMERICAN MEDICAL COLLEGES



Of faculty who experienced sexual harassment.



Of women faculty experienced sexual harassment.



Unreported Harassment in the Workplace

Approximately 70%

Of individuals who experienced harassment never talked to a supervisor, manager or union representative about the harassing conduct



Feldblum, C. R., & Lipnic, V. A. (2016, June). *Select task force on the study of harassment in the Workplace*. US EEOC.

https://www.eeoc.gov/select-task-force-study-harassment-workplace#_ftn61



Warning Signs



**Warning Signs
that someone is
experiencing
harassment.**

Isolation

Going out more

Mood changes

Physical marks

Change in attendance

Change in performance



Bystander Intervention Basics



What makes intervention important?



**What stops people from
intervening?**



What stops people from intervening

Social Influence

- No One is Doing Anything

Pluralistic Ignorance

- No One Else Cares

Diffusion of Responsibility

- Someone Else Will Help

Embarrassment

Retaliation



The 5 Ds of Bystander Intervention Upstander Skills

Upstander Tool Kit



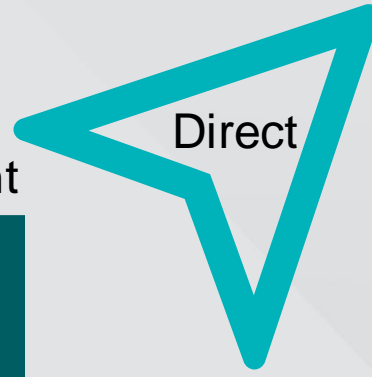
You Choose the Tool

- Stay Safe
- Early Intervention is Best
- Employ Effective Helping

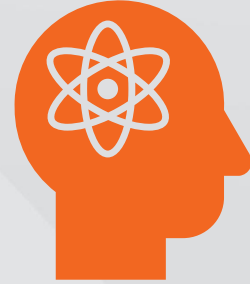
Document



Direct



Distract



Delay



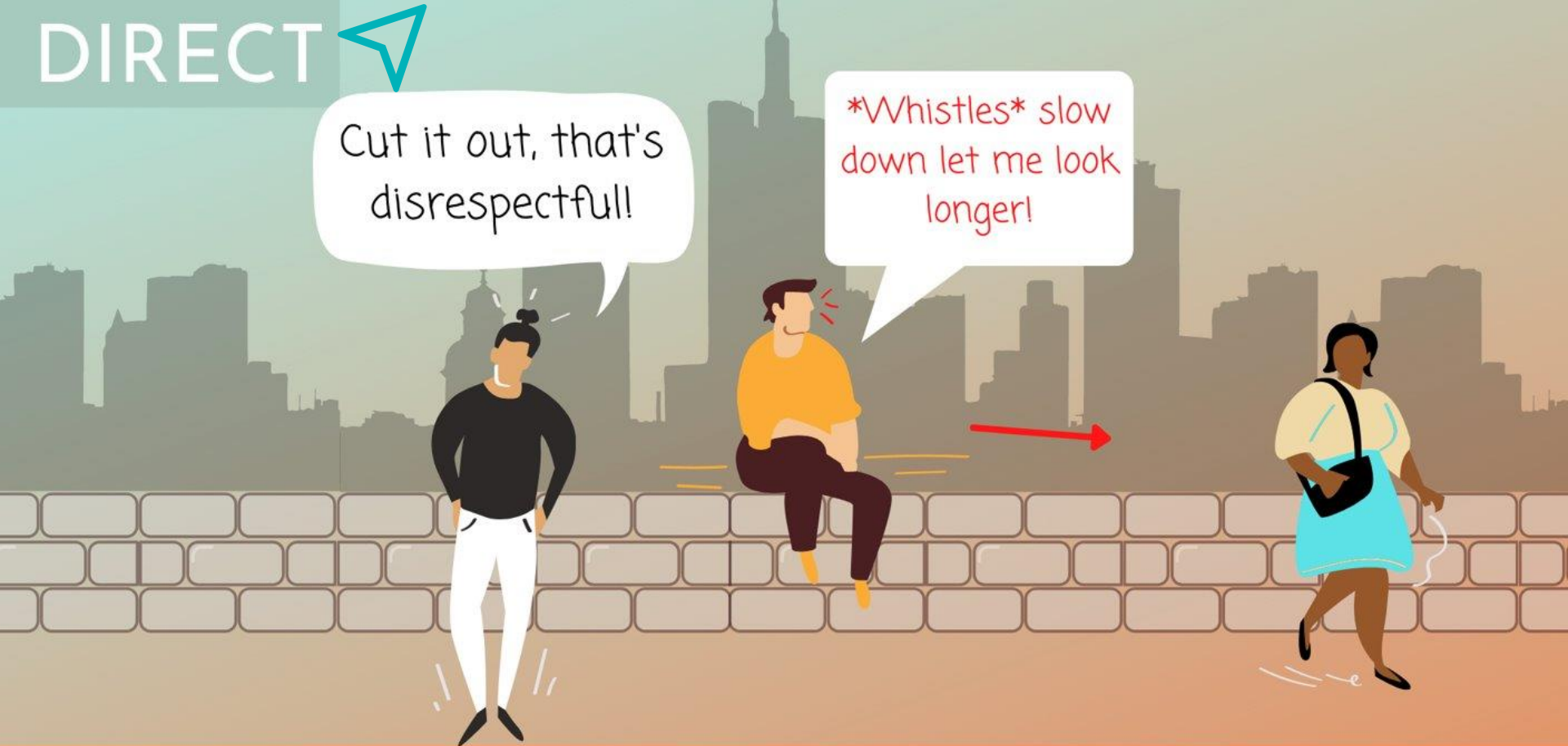
Delegate



DIRECT

Cut it out, that's disrespectful

Whistles slow down let me look longer!



Assess your safety, skills, and surroundings. If you are safe, with confidence, directly intervene or interject to stop the harassment.

DISTRACT



Assess your safety, skills, and surroundings. If you are not safe to directly intervene, indirectly de-escalate through distraction.

DELEGATE



The person in red is making people uncomfortable, can you help?

%\$^&
&%\$



Assess your safety, skills, and surroundings. If you are not safe or do not have the skills to intervene, get help.

DELAY



Assess your safety, skills, and surroundings. If you are not safe or do not have the skills to intervene, after the incident occurs check in with the person.

DOCUMENT



I just saw what happened. I took a video. What do you want me to do with it?



Assess your safety, skills, and surroundings. If you are not safe, do not have the skills to intervene, and there's others helping, record or take pictures of the incident.

Key Takeaways



Safe Responding

Early Intervention

Effective Helping



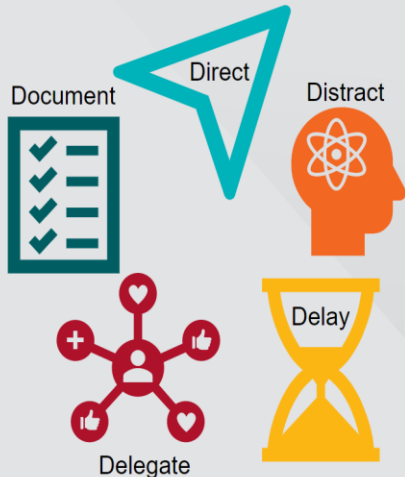
Scenarios

- What barriers would you experience?
- As an Upstander, how would you intervene?

Info to Help Guide Discussions



- **What barriers would you experience?**
- **As an Upstander, how would you intervene?**



Breakout Rooms 1-10

You are at a networking event hosted by your company. Throughout the event, you notice your Chief Financial Officer, Sam, has been talking to the same new intern all night and has been continuously supplying them with drinks. You do not know the intern, but you have heard rumors about Sam's history of dating their subordinates. Later in the night you overhear Sam offering to give the drunk intern a ride home.

Breakout Rooms 11-20

You are having lunch with your coworkers. During lunch, your coworker Drew, who recently had a baby and is now on leave, is brought up. Several of your coworkers begin to complain about the coworker and the extra amount of work their leave has created for everyone else. Your coworkers then begin to make comments such as, "Do you think Drew had a baby just to get out of work?" "Do you think they'll still look as good with the baby weight?" "With the way they flirt to get ahead at work, they should get a paternity test."

Breakout Rooms 21-30

You have dinner with a colleague and their partner. During dinner, you notice your colleague's partner seems quieter and more withdrawn than they typically are. While your colleague and their partner are in the kitchen getting dessert, you overhear your colleague making comments such as,

"You can't leave me. You're nothing without me."
"Who else is going to take care of you? I pay for everything."
You haven't worked in years, no one is going to want to hire you."
"You're not as young as you used to be. No one is going to want you anymore."

Scenario One

You are at a networking event hosted by your company.

Throughout the event, you notice your Chief Financial Officer, Sam, has been talking to the same new intern all night and has been continuously supplying them with drinks. You do not know the intern, but you have heard rumors about Sam's history of dating their subordinates. Later in the night you overhear Sam offering to give the drunk intern a ride home.

What do you do?



Scenario Two

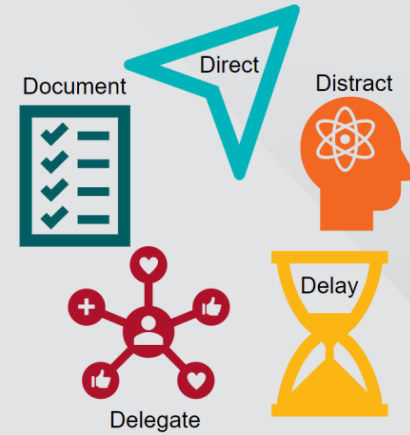
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“Do you think Drew had a baby just to get out of work?”

“Do you think they’ll still look as good with the baby weight?”

“With the way they flirt to get ahead at work, they should get a paternity test.”

What do you do?



Scenario Three

You have dinner with a colleague and their partner. During dinner, you notice your colleague's partner seems quieter and more withdrawn than they typically are. While your colleague and their partner are in the kitchen getting dessert, you overhear your colleague making comments such as,

“You can't leave me. You're nothing without me.”

“Who else is going to take care of you? I pay for everything.

You haven't worked in years, no one is going to want to hire you.”

“You're not as young as you used to be. No one is going to want you anymore.”

What do you do?





Believe. Listen. Act.

- Be supportive and listen patiently
- Understand the person's feelings
- Connect the person to campus and community resources
- Explain that abuse is NEVER acceptable
- Focus on the person, not on the person who harmed them

Campus Resources



Counseling and Psychological Services (CAPS)

- Confidential and Free
- Student Life Center 2031
- 24/7 support 402-559-7276 and press 2
- 402-559-7276
- unmc.edu/student-success/support-services/counseling/
- [-sexuality-resource-center/](https://unmc.edu/student-success/support-services/counseling/-sexuality-resource-center/)

UNMC Employee Relations

- employeerelations@unmc.edu
- <https://www.unmc.edu/human-resources/about/index.html>

Arbor Family Counseling

- Confidential & Free through Employee Assistance Program
- 402-330-0960
- arborfamilycounseling.com

UNMC Public Safety

- 42nd & Emile
- 402-559-5555 or 911 for emergencies
- 402-559-5111 for non-emergencies
- unmc.edu/aboutus/public-safety/

Title IX Office

- Carmen Sirizzotti
- Title IX Coordinator
- csirizzotti@unmc.edu
- 402-559-2710
- unmc.edu/titleix/

UNMC Ethics Point

- UNMC Compliance Hotline at 1-844-348-9584
- [Nebraska EthicsPoint](https://unmc.edu/ethicspoint/)

UNMC Title IX Advocate

- Kelly Blecha
- 402-836-9043
- Kblecha@unmc.edu



Kearney Community Resources

S.A.F.E. Center

- 24/7 hotline 877-237-2513
- 308-237-7273
- [safecenter.org](https://www.safecenter.org)

UNK Police

- 308-865-8911 for non-emergencies
- 911 for emergencies
- unk.edu/offices/police/



Lincoln Community Resources

Voices of Hope

- Crisis hotline 402-475-7273
- 402-476-2110 for non-emergencies
- voicesofhopelincoln.org

UNL Police

- 402-472-2222 for non-emergencies
- 911 for emergencies
- police.unl.edu



Norfolk Community Resources

Bright Horizons

- Call 877-379-3798
- Text 402-370-8817
- brighthorizonsne.org

Campus Security

- 402-841-5163
- northeast.edu/Campus-Safety/Campus-Security



Omaha Community Resources

Women's Center for Advancement (WCA)

- Advocates are available 24/7/365
- 24/7 hotline 402-345-7273
- wcaomaha.org

Heartland Family Services

- 402-552-7400
- heartlandfamilyservice.org

Scottsbluff Community Resources



The Doves Program

- Call 308-436-4357 or 866-953-6837
- Text 515-599-6620
- dovesprogram.com

Scottsbluff Police Dept.

- 308-632-7176 for non-emergencies
- 911 for emergencies
- [Scottsbluff Contact Information](#)



National Resources

National Domestic Violence Hotline

- 24/7/365 support
- 1-800-799-7233
- TTY 1-800-787-3224
- thehotline.org

Rape, Abuse, & Incest National Network

- 24/7/365 support
- 1-800-656-4763
- rainn.org

National Suicide Prevention Lifeline

- 24/7/365 support
- Text or Call 988
- 988lifeline.org

Trans Lifeline

- 24/7/365 support US and Canada
- 1-877-565-8860
- translifeline.org



You've completed Relationship Dynamics & Bystander Intervention Training, now what?



Incorporate bystander tips and practice into meetings, events, and classrooms.



Have resources for support services openly displayed and readily available if needed.



When you see someone intervene, provide encouragement.



Contact & Questions

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