

Bystander Intervention

Title IX Office



University of Nebraska
Medical Center™



Disclosure Statement

This project was supported by Grant No. 2020-WA-AX-0026 awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the U.S. Department of Justice, Office on Violence Against Women.



What we are doing today

1

**Understand
effective
bystander
intervention.**

2

**Recognize
warning signs
and practice
building
healthy
communities.**

3

**List
interpersonal
violence
resources.**



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.



Shared Language

Sexual Assault

- Sexual contact or behavior that occurs without the explicit consent of all parties.

Dating Violence

- A pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship.

Stalking

- A pattern of behavior directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.



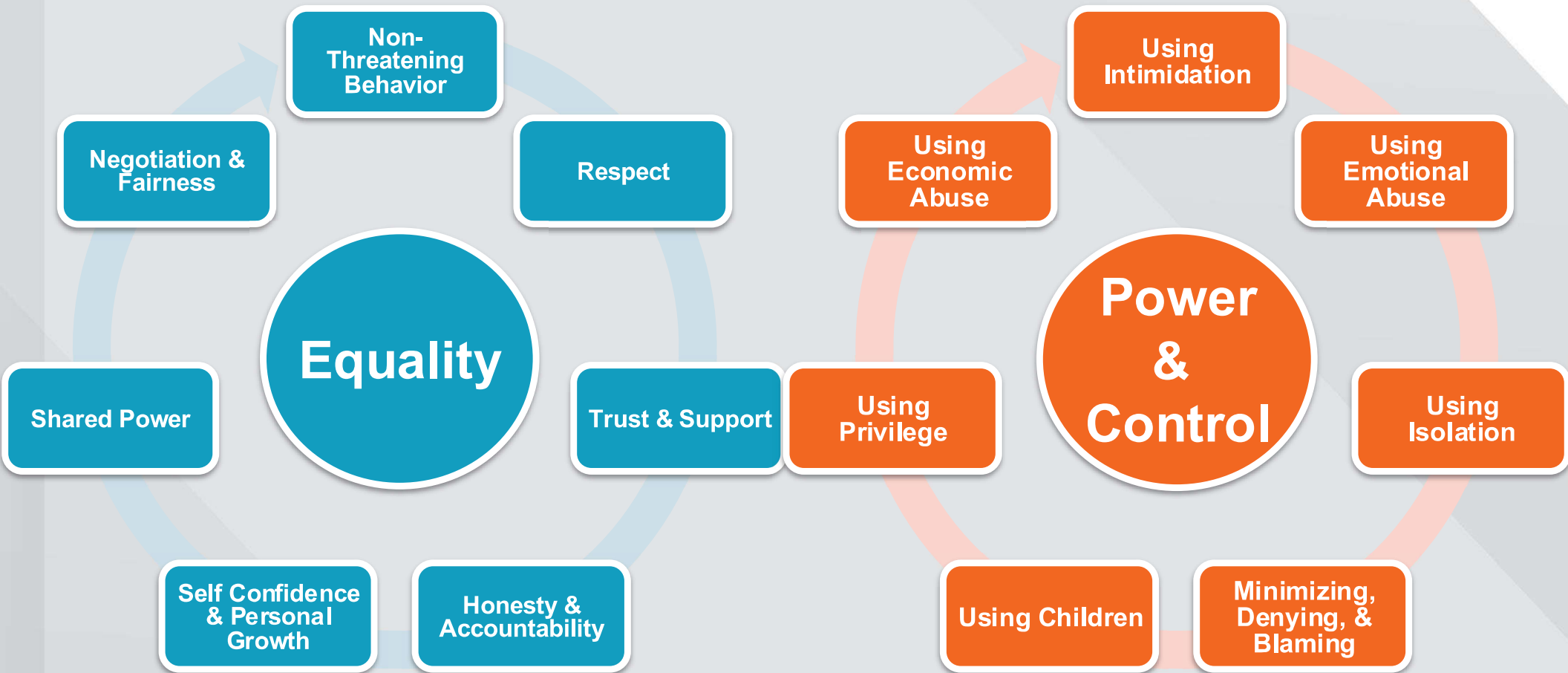
UNMC Policy No. 1107, Sexual Misconduct

Sexual misconduct, which includes domestic violence, dating violence, sexual harassment, sexual assault, sexual exploitation, and stalking, is unacceptable behavior under University of Nebraska policy and against the law.



Relationships of Equality vs. Relationships of Power & Control

Relationship Dynamics





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**

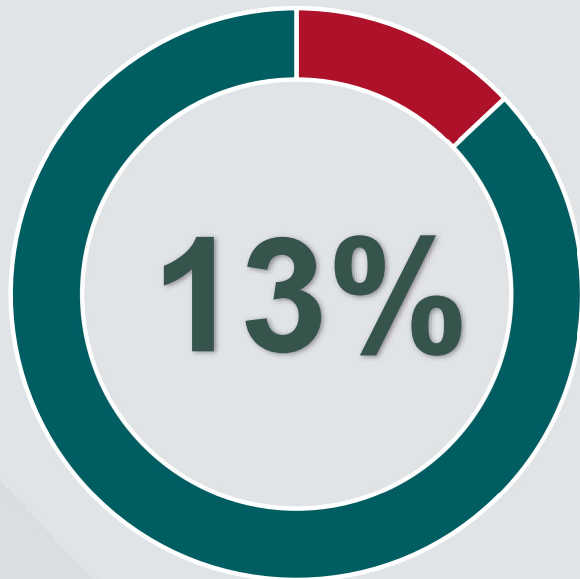
men have experienced sexual violence involving physical contact during his lifetime.



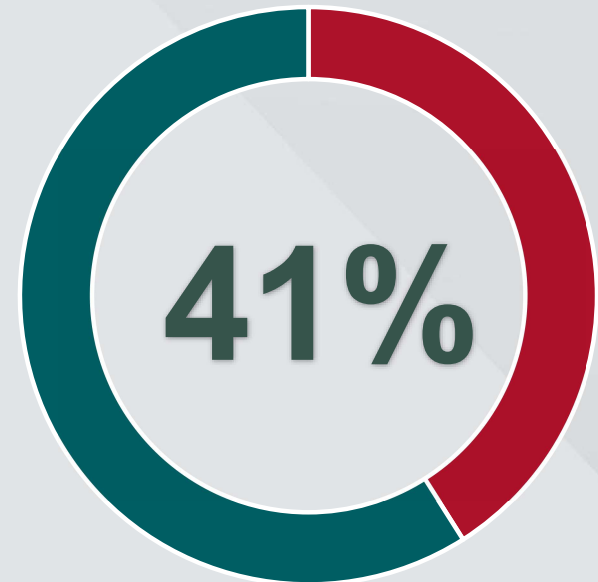
Basile KC, Smith SG, Kresnow M, Khatiwada S, & Leemis RW. (2022). *The National Intimate Partner and Sexual Violence Survey: 2016/2017 Report on Sexual Violence*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.



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.



Warning Signs

**Warning Signs
that someone is
experiencing
sexual assault,
intimate partner
violence, or
stalking.**

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

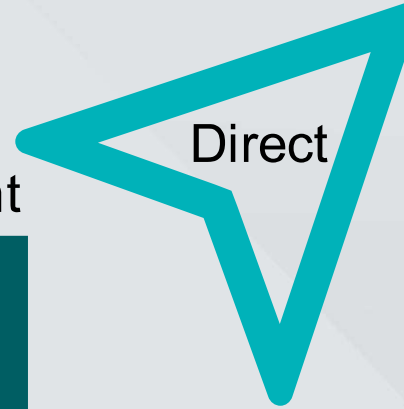
You Choose the Tool

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

Document



Direct



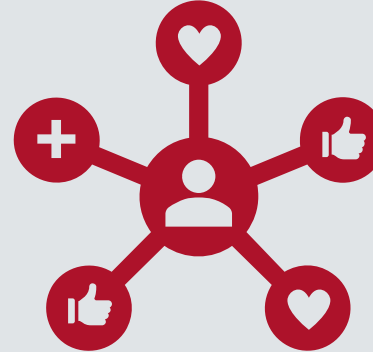
Distract



Delay



Delegate

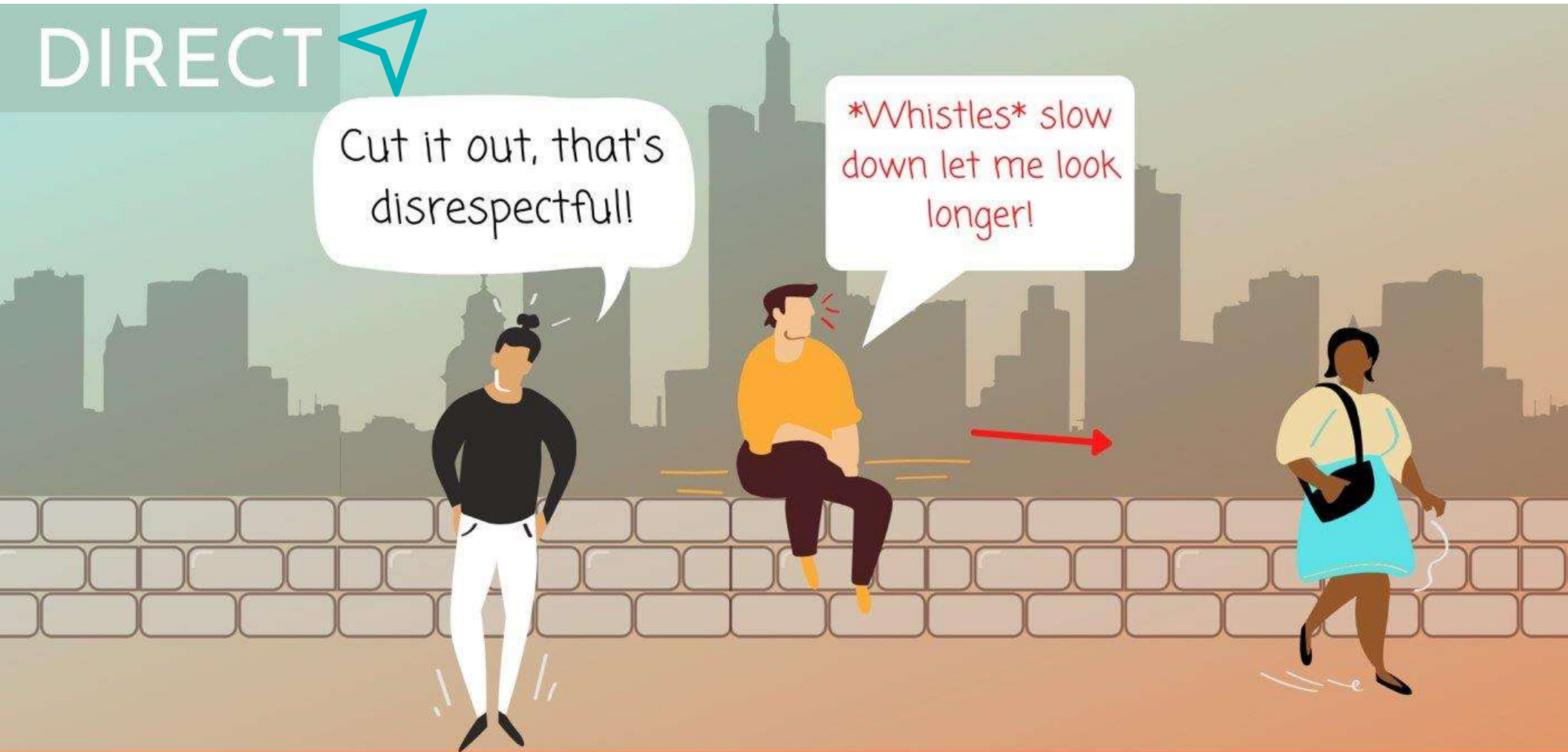


DIRECT



Cut it out, that's disrespectful!

Whistles slow down let me look longer!



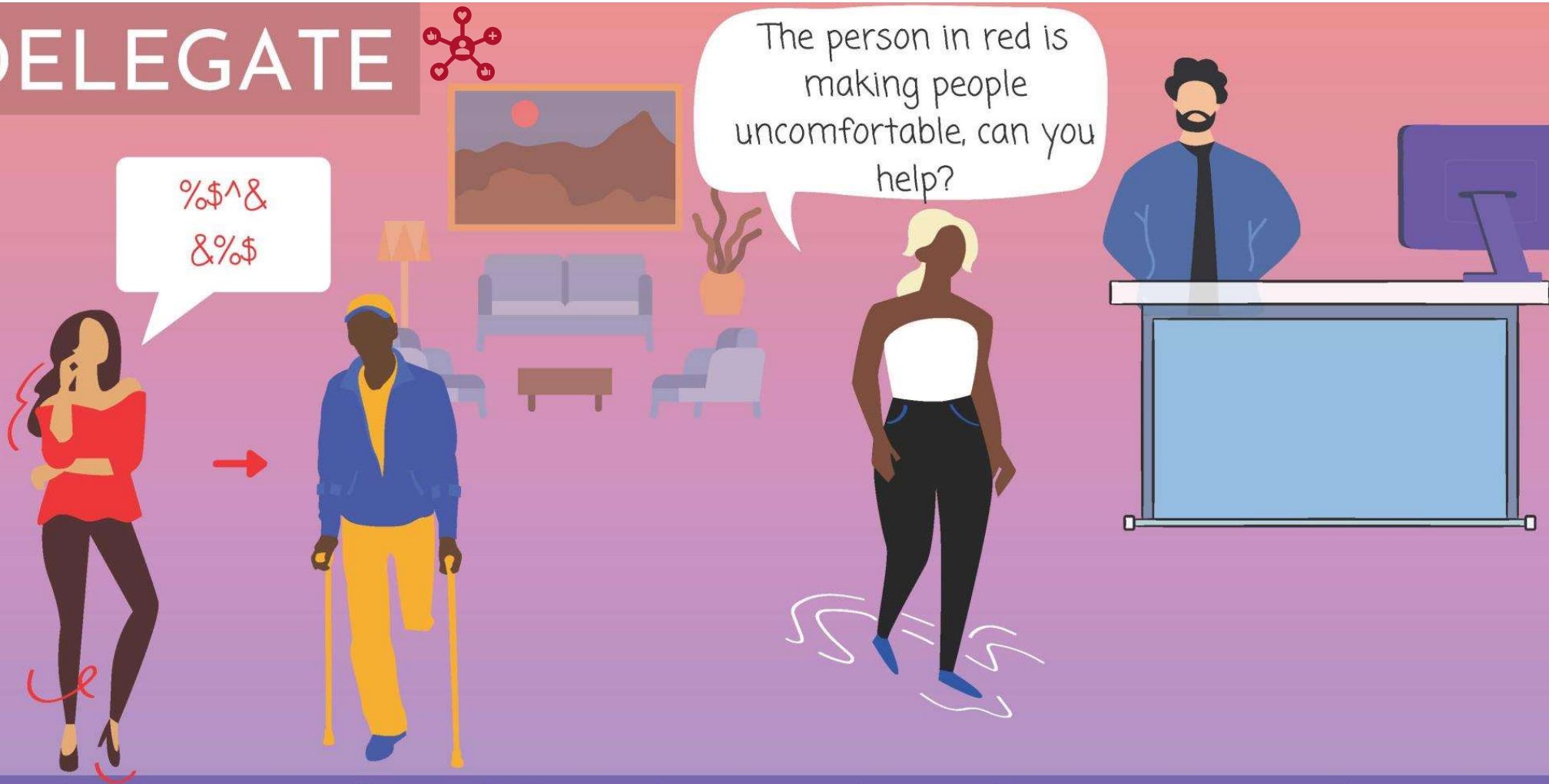
Assess your safety, skills, and surroundings. If you are safe, with confidence, directly intervene or interject to stop the harassment.

DISTRACT



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

DELEGATE



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

DELAY



@#%\$.
Get out
of the park!



Hey are
you okay?



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



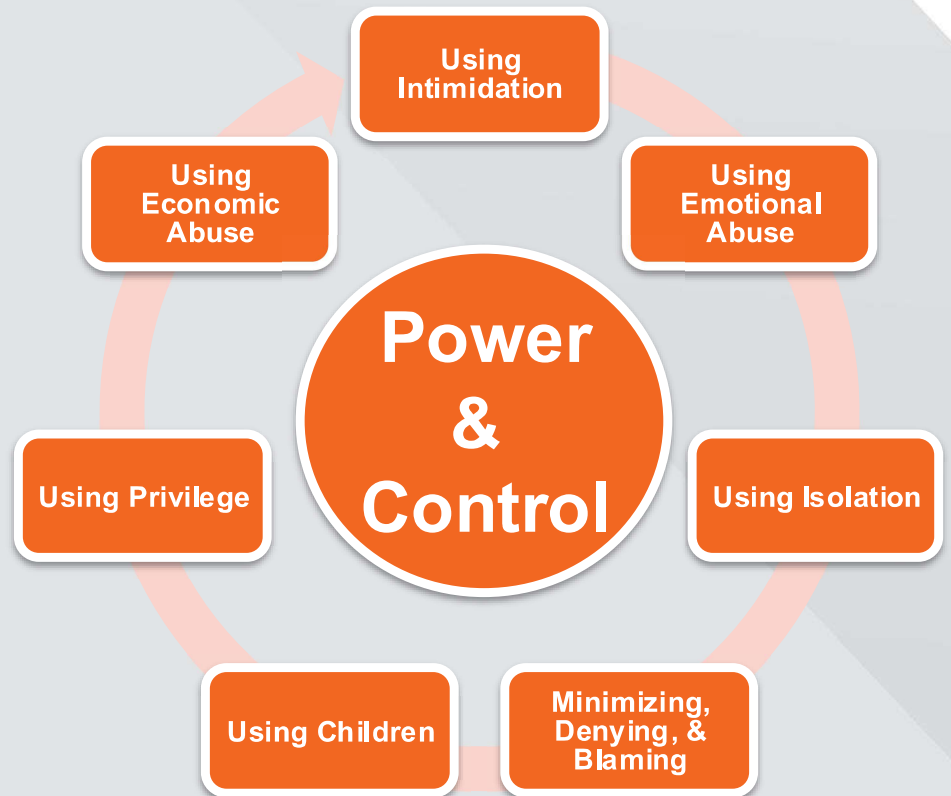
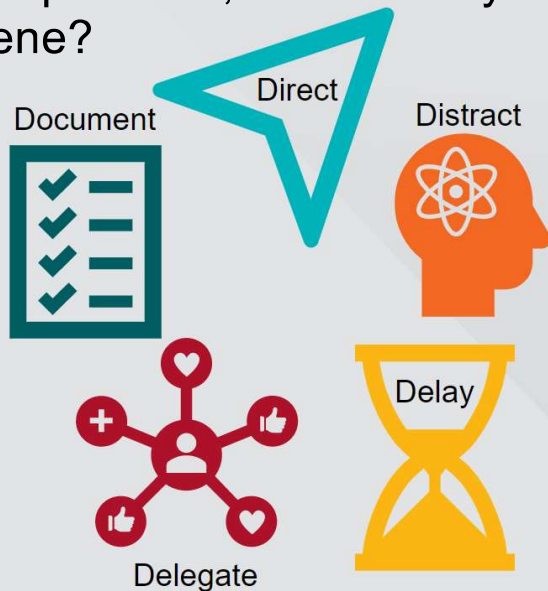
Scenarios

- What form of violence is shown in this scenario?
- What barriers would you experience?
- As an Upstander, how would you intervene?

Info to Help Guide Discussions



- What form of violence is shown in this scenario?
- What barriers would you experience?
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Sexual Assault

Dating
Violence

Incest

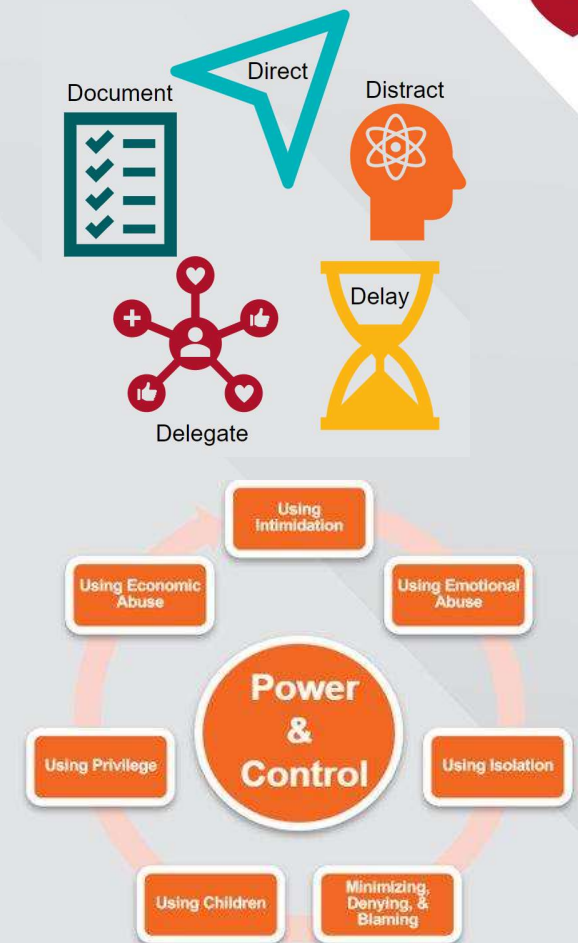
Stalking

Sexual
Harassment

Scenario One

You are at a networking event hosted by a fellow professor in your department. Throughout the event, you notice your colleague, Dr. Scarlet, has been talking to the same student all night and has been continuously supplying them with drinks. You do not know the student, but you have heard rumors about Dr. Scarlet's history of dating students. Later in the night you overhear Dr. Scarlet offering to give the drunk student a ride home.

What do you do?



Scenario Two

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.”

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?



Scenario Four

You are in a meeting with a student when they mention their discomfort with the pressure to be a more public-facing student. They understand the potential benefits of online networking and having the research they are doing publicly discussed, but they are concerned about the privacy risks. They mention not wanting people to know where they go to school or which lab they work in and how that might impact their feeling of safety on campus. The student mentions how they had to delete their social media accounts due to an ex and their desire to be private after it.

What do you do?



Scenario Five

While grabbing lunch, you run into Cameron, a student you have worked with in the past. Cameron seems visibly upset and tells you that they just came from a meeting with an advisor. During the meeting, Cameron discussed that their financial aid money is beginning to run out and they are uncertain of what to do. Cameron's advisor then proceeded to share several campus and community resources with Cameron, even offering to help them apply for scholarships. As Cameron was leaving, their advisor joked that if all else fails, Cameron can always become a stripper. Cameron then proceeds to explain how helpful their advisor has been over the years, and they are uncertain if one off-hand joke is worth severing that relationship.

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/

Follow Us on



- [@UNMCTitleIX](https://twitter.com/UNMCTitleIX)

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://nebraskaethicspoint.com)

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

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 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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402-552-2214



UNMC Post Training Survey

Title IX Survey

<https://forms.office.com/r/Bp0FadSfaM>