

Bystander Intervention Training

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STUDENT TRAINING

Who are we?



Oxford SU

Oxford SU is here to represent, support, and create communities for all 25,000+ University of Oxford students.



Introduction and Expectations

This session will:

- Develop your understanding of what it means to be an effective ally and assist those targeted by harassment
- Equip you with the skills to proactively engage with and challenge difficult behaviours as you see them happening

This session is not:

- Training to counsel people or give long-term support
- Training to equip you to respond to first disclosures

Ground Rules

- Mutual Respect
- Feeling free to leave if uncomfortable with the nature of the content
- No judgement for anyone's questions/comments or those who decide to leave
- Ensuring we adopt a compassionate attitude towards victims of harassment

Trigger Warnings/Content Notice

In this session, there will be mentions of (not graphic descriptions of):

- Misogyny
- Racism
- Islamophobia
- Sexual Harassment and Violence
- Anti-Semitism
- Transphobia
- Homophobia
- Stalking
- Ableism
- Non-sexual Harassment and violence

Links and Resources

These slides, all the links, and further resources can be found on our Bystander Intervention Hub - we'll leave this QR code up at the end.



What Is Harassment?



The University's Harassment Policy defines harassment as unwanted or unwarranted conduct which:

- violates another person's dignity, or
- Creates an intimidating, hostile, degrading, humiliating or offensive environment for another person

What Is Harassment?



Examples of harassment include:

- Sexually explicit, racist, ableist, transphobic, and other derogatory comments
- Unwelcome comments about your appearance, accent, sexuality, etc.
- Leering, making vulgar gestures, flashing you, or exposing oneself
- Threatening to remove an item of clothing, which includes clothing of religious significance
- Claiming that you don't have the right to be in a public space
- Whistling, barking, or kissing noises
- Following you or blocking your path
- Sexual touching, grabbing or other forms of inappropriate behaviour

What Is Harassment?

Remember

- Drugs and / or alcohol never justify harassment
- The survivor does not have to have stated the harassment is unwanted
- Yes to free speech and debate, no to harassment and hate speech. Vigorous academic debate should not amount to harassment as long as it is conducted with respect and without violating the dignity of others or creating an intimidating, hostile, degrading, humiliating or offensive environment for them
E.G. Debating the existence of trans people easily amounts to the above.

Discussion: What Is Harassment?

Prompts:

Is there anything on the list of examples which surprised you?

Who are the people involved in an incident of harassment?

Allyship

Discussion: What Is Allyship?

Prompts:

Where have you heard about Allyship before?

What do you think is good allyship?

What is Allyship?

- **Solidarity**
- **Autonomy**
- **Reflective**



What is not Allyship?

- **An Identity**
- **Self-defined**
- **Not about being perfect**

Good Ally Checklist

- ✓ **Listen** more, speak less
- ✓ If you are criticised for oppressive or exclusionary behaviour, **accept accountability** and take responsibility.
- ✓ **Apologise** and learn from your mistakes.
- ✓ **Recognise your privilege** in the world, especially in relation to others.
- ✓ Recognise that **structural oppression** is all-pervasive, even if you strongly believe that you do not perpetuate exclusionary or abusive behaviour.
- ✓ **Question and challenge the prevailing structures** and keep challenging your own perspective.
- x **Do not assume** that experiences of marginalised groups are monolithic.
- x **Do not speak for others without their consent.** Help to provide platforms and spaces to empower and enable marginalised groups to represent their own experiences.
- x **Do not expect reward or special recognition** for confronting issues which marginalised people must face every day

Break!



The Bystander Effect

The **bystander effect**, or **bystander apathy**, is a social psychological theory that states that individuals are less likely to offer help to a victim when there are other people present.

The Bystander Effect shows us that intervention is not something we automatically do - we must make a conscious effort to engage and make steps to prepare ourselves to be able to.

Stages of Intervention

- Noticing the problem
- Interpreting it as a problem
- Acknowledging Responsibility
- Knowing what to do



Intervene



Tackling Harassment: *The 5 D's*

DIRECT
DELEGATE
DELAY
DISTRACT
DOCUMENT

DIRECT

naming what is happening
and denouncing the
harassers actions

DELAY

Following up and
supporting target after
incident

DELEGATE

Getting assistance to
intervene

DISTRACT

Interrupting the behavior
of the harasser

DOCUMENT

The act of recording or noting down the details (i.e. perpetrator, place, time) of an incident of harassment

Illustration by Maeril



- 1 Engage conversation.**
Go to them, sit beside them and say hello. Try to appear calm, collected and welcoming. **IGNORE THE ATTACKER.**



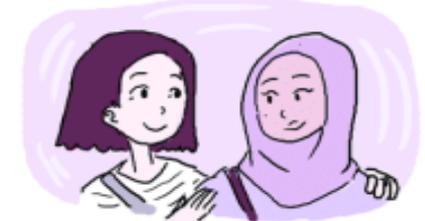
- 2 Pick a random subject and start discussing it.**
It can be anything: a movie you liked, the weather, saying you like something they wear and asking where they got it...



- 3 Keep building the safe space.**
Keep eye contact with them and don't acknowledge the attacker's presence: the absence of response from you two will push them to leave the area shortly.



- 4 Continue the conversation until the attacker leaves & escort them to a safe place if necessary.**
Bring them to a neutral area where they can recollect themselves; respect their wishes if they tell you they're ok and just want to go.



Your Safety

- When you are deciding your next move as to how to support victims of harassment, your safety is a large consideration – your build, height, gender, race, upbringing etc. can impact whether you feel comfortable choosing a direct or an indirect form of intervention
- Especially in a situation where other people around may have training, evaluate the situation i.e.
 - the person;
 - anything you know about them i.e. any history of violence, confrontational attitude,
 - whether they have been drinking;
 - what time of day it is;
 - where you are;
 - the people you have around you i.e. managers, security; college staff, your friends,
 - the nature of the situation;
 - resources i.e. do you have a phone?;
 - your background and how comfortable you feel in dealing with conflict

Scenario 1

**You're out clubbing. You see someone being groped by another person on the dancefloor, they seem to try to move away, but the person follows.
What can you do?**

Scenario 2

**You are at lunch with your coursemates and one of your coursemates starts making rude gestures and comments directed towards another student at lunch.
What can you do?**



Scenario 3

You are at your friend's house when their partner comes home. Their partner is upset with your friend and begins shouting at them, causing you to wonder whether your friend is in an unhealthy relationship.

What can you do?

Scenario 4

You are walking down the street when you notice a couple up ahead. They are being confronted by someone, who is shoving them and shouting homophobic slurs and threats at them

What can you do?



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Thank you!



Feedback, Links and Resources