

See Something...Say Something

Bystander Intervention
Training For New Carroll Students



August 20, 2024
Carroll College
Helena, Montana



Introductions



Annette Walstad
Dean of Students/Title IX
Coordinator



Zack Eckerdt
Assistant Dean of Students
Director of Residential Life & Housing



Jay Nelson
Director of Campus Security
and Public Safety



Feel free to leave at any time if anything in this presentation is triggering to you.

We will be talking about the topic of sexual assault and microaggressions which are sensitive topics. If you would like to leave now or at any time throughout the presentation just know that that is completely acceptable.

Counselors from the Carroll Wellness Center are available for conversation and support.



Today, we will be talking about:

- ❑ Definitions
- ❑ When and where sexual violence occurs
- ❑ Alcohol and Sexual Assault
- ❑ The importance of Consent
- ❑ Bystander Intervention Strategies
- ❑ Resources

WHAT'S BYSTANDER INTERVENTION?

Choosing to take action when you see behavior that puts others at risk for violence, victimization, or perpetration. These include speaking out against rape myths & sexist language, supporting victim/survivors, & intervening in potentially violent situations.



...but it's none of my business...

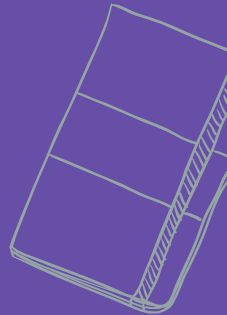
Have you heard of the "Bystander Effect?"





What does it look like to be a good bystander on a college campus?

Small Group Discussion





2021 Carroll College Climate Survey

- n=404 Carroll students



Carroll College

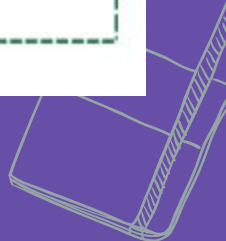
Bystanders were present for 38% of incidents—15 of 40 incidents

Bystanders intervened in 27% of the incidents for which they were present—4 of 15 incidents

Overall

Bystanders were present for 35% of incidents

Bystanders intervened in 24% of the incidents for which they were present



UNDERSTANDING SEXUAL CRIME AT COLLEGE



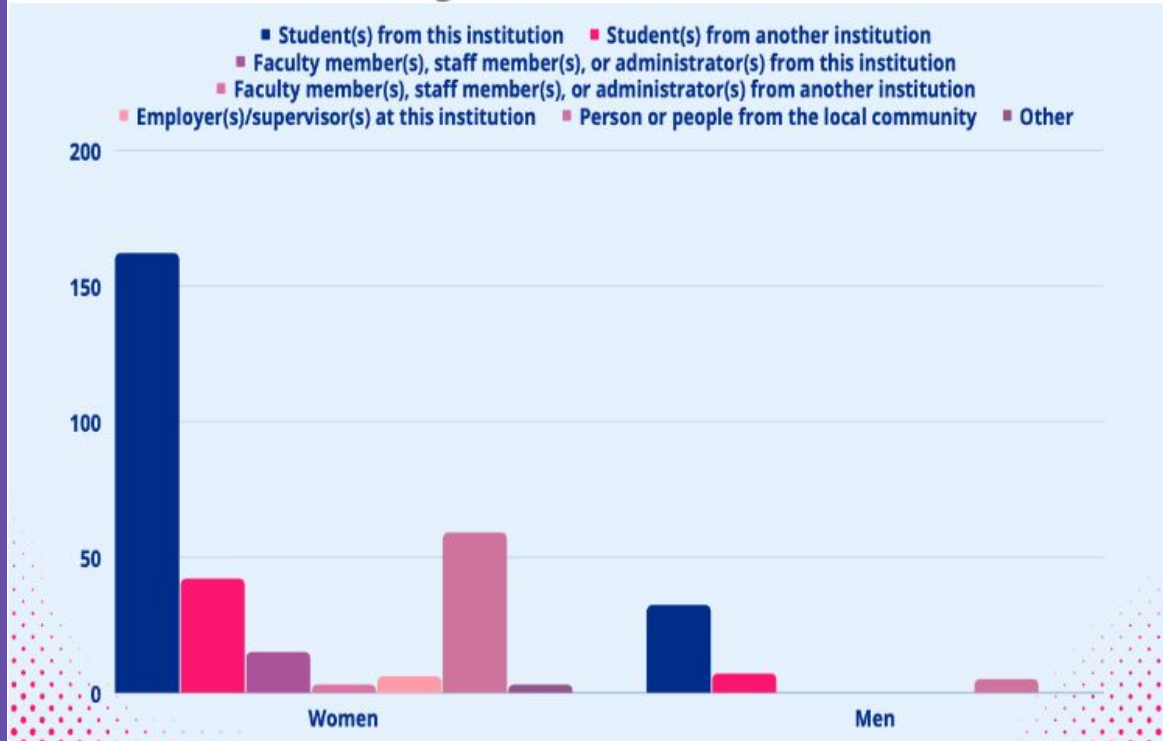


2021 Carroll College Climate Survey

- n=404 Carroll students

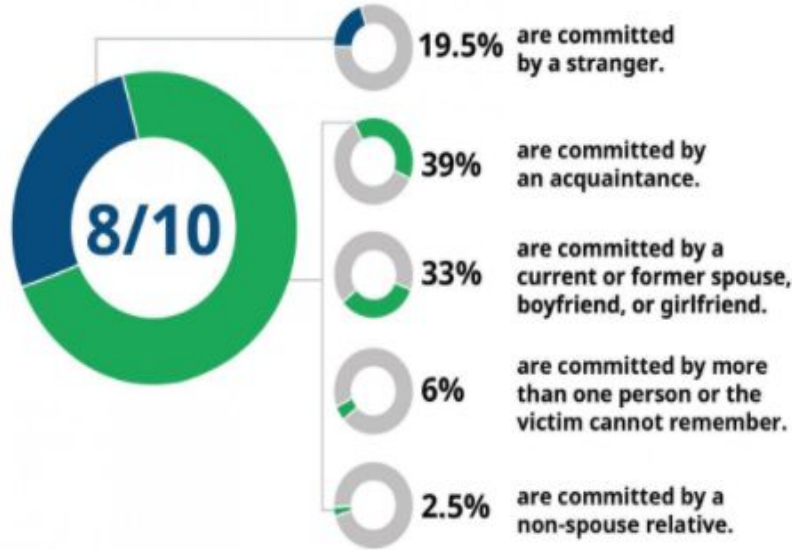


Q: Who was responsible for unwanted sexual harassment (verbal, non-verbal, physical) you have received since attending Carroll?





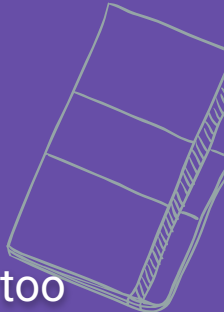
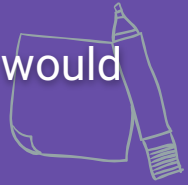
8 OUT OF 10 RAPES ARE COMMITTED BY SOMEONE KNOWN TO THE VICTIM



RAINN

National Sexual Assault Hotline | 800.656.HOPE | online.rainn.org
Please visit rainn.org/statistics/perpetrators-sexual-violence for full citation.¹

- Someone you are close to/ would consider a friend
- Majority of Carroll students who experienced sexual assault considered their perpetrator to be a friend or acquaintance
- Can happen anywhere
 - At a party
 - In a classroom
 - In a dorm room/building
 - Outside
 - On the way to/from class
- Gender
 - 1 out of 10 victims are men
 - Women can be perpetrators too



Under-Reporting causes and consequences

- 80% of survivors do not report to universities (Cantor et al. cited in Spencer et al.)
- Survivors are often asked questions like:
 - “What were you wearing?”
 - “Were you asking for it?”
 - “Were you drunk?”
- All of these questions suggest that the victim is to blame
- Victim blaming/shaming is one of the primary reasons that these crimes go unreported

OUT OF EVERY 1,000 SEXUAL ASSAULTS, 975 PERPETRATORS WILL WALK FREE

310 are reported to policeⁱ



50 reports lead to arrestⁱⁱ



28 cases will lead to a felony convictionⁱⁱⁱ



25 perpetrators will be incarceratedⁱⁱⁱ



RAINN

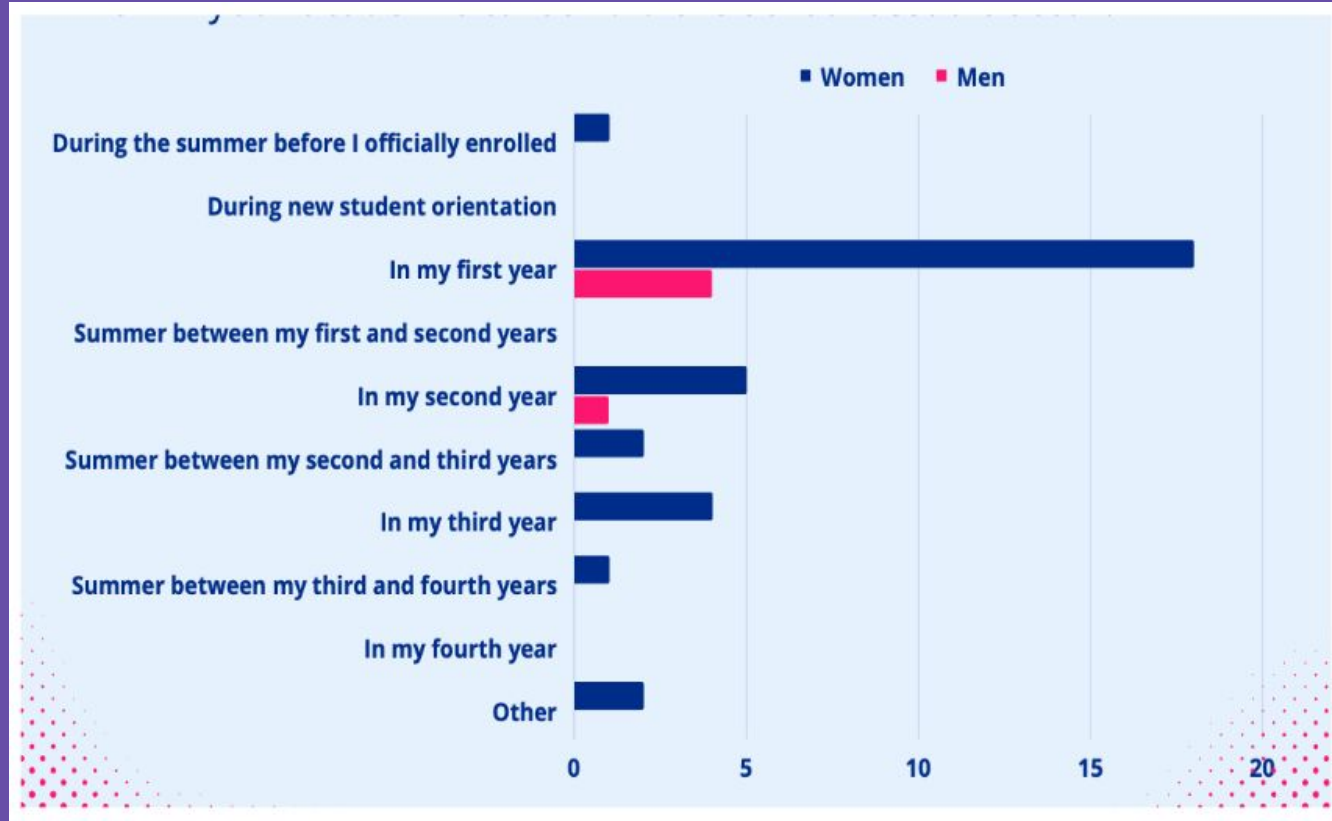
National Sexual Assault Hotline | 800.656.HOPE | online.rainn.org

Please visit rainn.org/statistics/scope-problem for full citation.¹



2021 Carroll College Climate Survey

- n=404 Carroll students
- sexual assault = sexual touching, oral, anal, vaginal sex



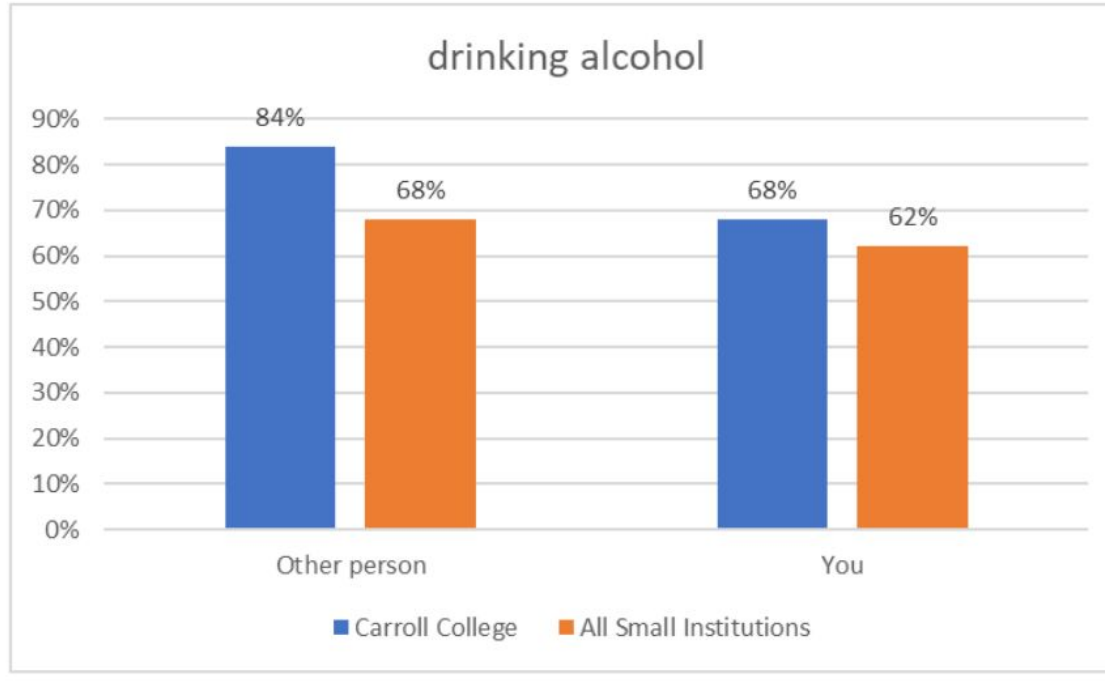


2021 Carroll College Climate Survey

- n=404 students
- sexual assault = sexual touching, oral, anal, vaginal sex



Q: Did this incident of sexual assault involve:



What about Alcohol and Sexual Assault?







Consent Defined

- **Consent Given:** Conscious and voluntary agreement to engage in any type of sexual activity. It is an informed decision made freely, actively and voluntarily by all parties.
- **Consent Withdrawn:** Consent can be withdrawn at any time for any reason. This can be in the form of verbal withdrawal, or any expression of an unwillingness to engage in any instance of sexual activity.
- **Incapacitation** occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).



Red Flags a Partner Doesn't Respect Consent



- 
- Pressures you to do things you don't want to do.
 - Reacts negatively when you say “no” or don't immediately consent.
 - Tries to make you feel like you “owe them” because you are together, or they gave you a gift.
 - Ignores nonverbal cues (pushing/pulling away).
 - Denies or minimizes wrongdoing or blames you for their behavior.
- 



Confused? Think about tea instead...





WHAT WE'VE COVERED SO FAR...

- THE BYSTANDER EFFECT
- SEXUAL ASSAULT DEFINITIONS AND STATISTICS
- ALCOHOL & SEXUAL ASSAULT
- CONSENT

Bystander Intervention Strategies

5D's OF BYSTANDER INTERVENTION



DISTRACT



DELEGATE



DOCUMENT



DELAY



DIRECT



Before the 5 D's

- ❑ Notice the Event
- ❑ Interpret as a Problem
- ❑ Assume Personal Responsibility
- ❑ Know how to Help
- ❑ Implement the Help

THE 5 Ds OF BYSTANDER INTERVENTION

DISTRACT

Take an indirect approach to de-escalate the situation.

SAY:

Excuse me, do you know what the next stop is?

Start a conversation with the target or find another way to draw attention away from them. Ask them for directions or the time, or drop something.



hollaback!

THE 5 Ds OF BYSTANDER INTERVENTION

DELEGATE

Get help from someone else.

SAY:

Excuse me! This person is being harassed. Can you help?

Find someone in a position of authority—like a bus driver, flight attendant, security guard, teacher, or store manager—and ask them for help. Check in with the person being harassed. You can ask them if they want you to call the police.



THE 5 Ds OF BYSTANDER INTERVENTION

DOCUMENT

It can be helpful for the target to have a video of the incident. Laws about recording in public vary, so check local laws first.

*Is anyone helping the person being harassed?
If no, use one of the other 4 Ds to help them.*

TIPS FOR DOCUMENTING PUBLIC HARASSMENT

- Keep a safe distance.
- Film street signs or other landmarks that help identify the location.
- Say the day and time.

Only document the situation if it's safe.

?!@#%\$#%\$%!!!
@#%\$^#%\$!@%&!&!

ALWAYS ask the person targeted what they want to do with the footage. **NEVER** post it online or use it without their permission.

Keep your attention on the person being harassed—**make sure anything you do is focused on supporting them.**

hollaback!

THE 5 Ds OF BYSTANDER INTERVENTION

DELAY

After the incident is over, check in with the person who was harassed.

SAY:

Are you okay?

!!!

?!@#\$\$%\$%!!!
@\$%^#\$%!@? @%^&!

?!@#\$\$%\$%!!!
@\$%^#\$%!@? @%^&!

You can also say: "Can I sit with you? Can I accompany you somewhere? What do you need?"

hollaback!

THE 5 Ds OF BYSTANDER INTERVENTION

DIRECT

Assess your safety first. Speak up about the harassment. Be firm and clear.

SAY:

That's inappropriate.
Leave them alone.

Please go away!

#\$&@?!@##\$%\$%!!!
@#\$%^#\$%!? @%^&!

%^#@#?!@##\$%\$%!!!
@#\$%^#\$%!? @%^&!

You can also talk to the person being harassed about what's going on. Ask: "Are you okay? Should I get help? Should we get out of here?"

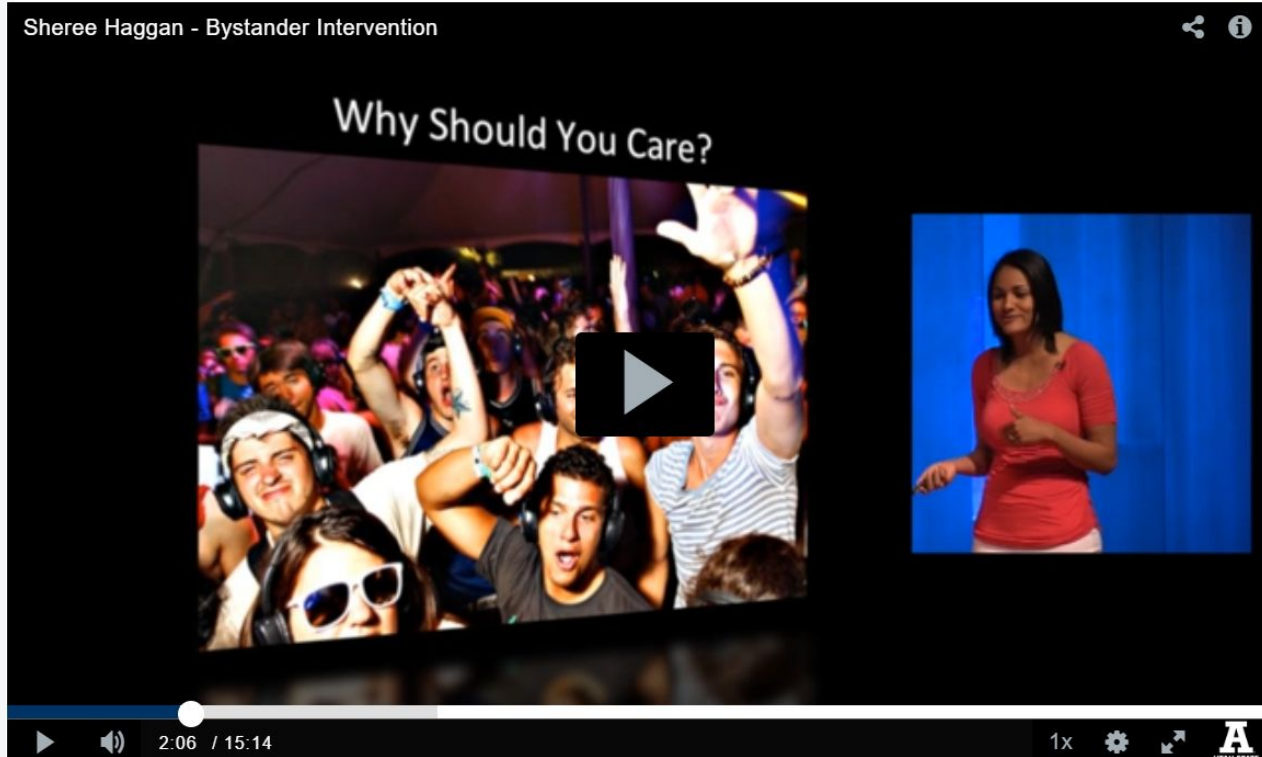
hollaback!



Role Playing

- ❑ Ted Talk by Sheree Haggan from Utah State University
- ❑ July 2014
- ❑ Trigger Warning Reminder

A Real Life Situation... (part 1)



5 D's Recap

Distract: Distracting attention away from the person causing harm, the survivor, or the situation itself.

Delegate: Scanning a situation to assess risk, determine how to best intervene, and then delegating tasks.

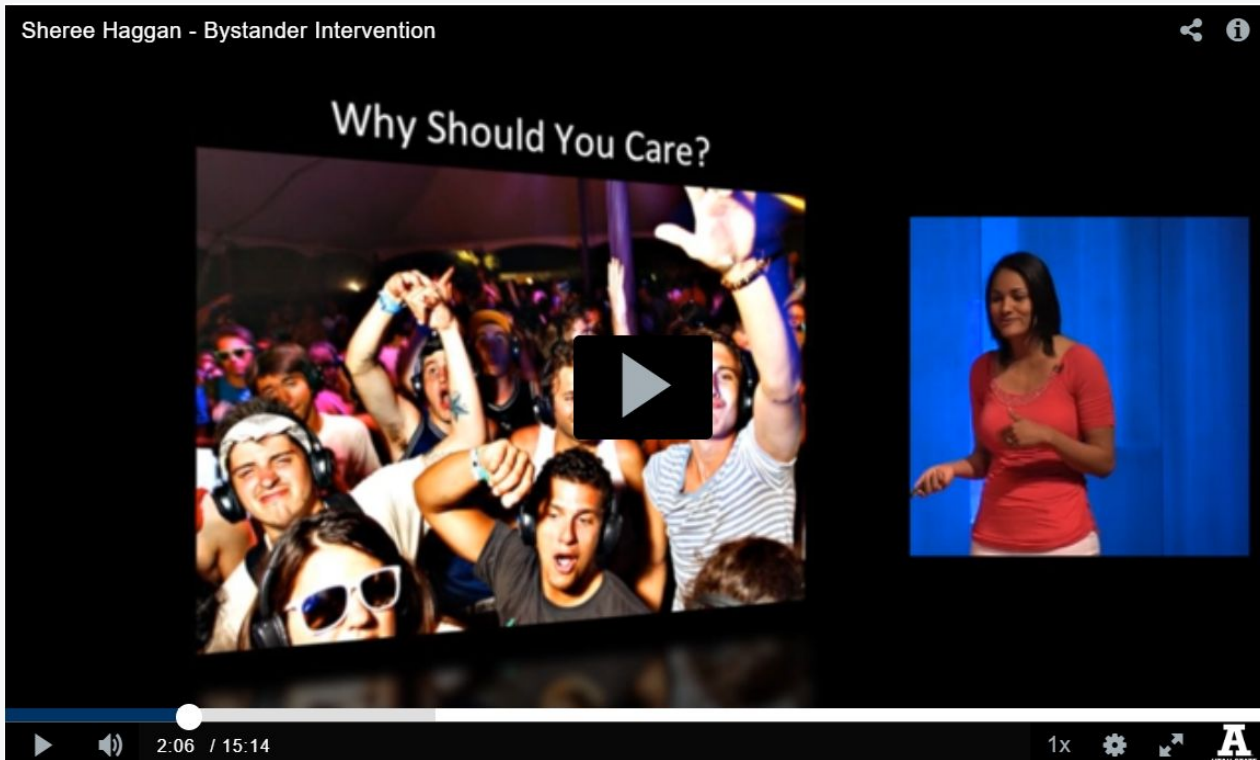
Document: If someone is already helping a person who is in crisis, you can document the situation by recording on your phone, or writing notes. Never post or share a video without the consent of the person being harmed.

Delay: Slow down the situation. Checking in with the person during and after the incident. This is essential because it shows the survivor that they are valued. Delay also means educating ourselves and our communities about systems of oppression.

Direct: Directly intervening in a situation.

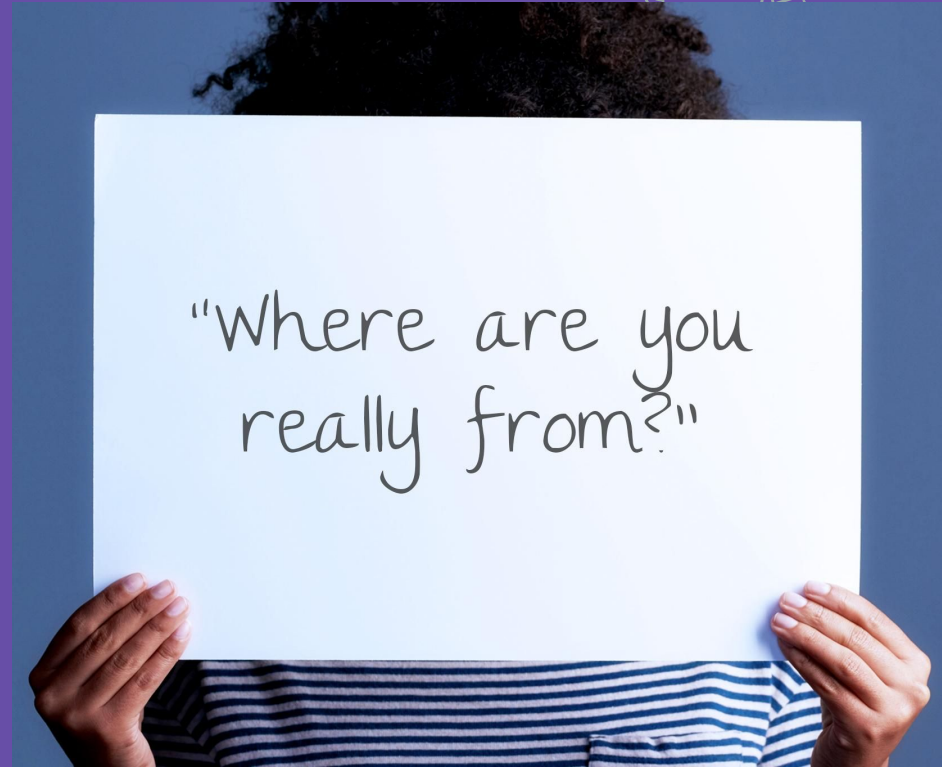


A Real Life Situation... (part 2)



Non-Sexual Assault Situations

- **Microaggressions** - tiny, often unconscious things we say and do, making others feel excluded, unappreciated and disrespected
 - Being dismissive of people more junior than you (FY vs. upperclass students)
 - Consistently mispronouncing non-western names
 - Interrupting a person mid-sentence
 - Rolling your eyes, making faces
- **Macroaggressions** - large-scale systematic oppression, stereotypes, etc.
 - Race/Ethnicity
 - Gender (jobs, wages)
 - Objectification/cat calling/derogatory comments
 - Sexuality





Activity



1. You're at a party or out drinking. Someone nearby has had a lot to drink and is being harassed or manipulated by someone you think may do something physically harmful to them. What do you do?
2. You are in the STAC with your friends and a group of students nearby start making sexual gestures and comments to one of your friends that's sitting with you. Though trying to ignore the comments, you see that your friend is upset. What do you do?
3. A co-worker starts talking about a recent high-profile rape or domestic violence case and blames the victim for what happened. What do you do?
4. People your team are always joking and teasing each other. A few people in the group tease others in the group by saying, "That's so gay", and "No homo". What do you do?
5. Your friend tells you that he/she thinks they were raped. What do you do?





I always wondered
why somebody didn't
do something about
that, then I realized
I'm that somebody.





Mandatory Reporters at Carroll College

- Mandatory reporters are people on campus who must participate in compelled disclosure under Title IX
- Compelled disclosure
 - Reporting of sexual assault to college officials with or without the consent of the survivor
- Mandatory Reporters at Carroll
 - RAs/Peer Ministers
 - Professors
 - All faculty and staff of Carroll College



WHAT IS TITLE IX?

- Federal Law that requires colleges that receive federal funding to protect their community against sex-based discrimination, including sexual violence.
- Addresses sexual assault, dating violence, domestic violence, stalking based on gender
- Protects all students so that each student's experience -- activities, academics, living and dining -- are not disrupted
- Requires designated college officials to serve as Title IX Coordinators

CARROLL'S TITLE IX COORDINATORS



Annette Walstad

Dean of Students

Title IX Coordinator for Students

127 Borromeo Hall

awalstad@carroll.edu



Karla Weltz

Director of Human Resources

Title IX Coordinator for Employees

214 O'Connell Hall

kweltz@carroll.edu



HOW TO REPORT SEXUAL MISCONDUCT & MORE

Combined Reporting Form - Carroll Website

- Personal Concern
- Sexual Misconduct
- Bias Incident of Hate Crime
- Policy Violation (alcohol, housing, theft, vandalism, etc.
- Accident or other type of Incident (falls, car accidents, etc.
- Concern or Complaint
- Disability Discrimination

Report an Incident or Concern



Jaime Gabrielli, Victim Advocate

The Friendship Center

(406) 442-6800 -24/7

ccadvocate@thefriendshipcenter.org

Eric Parsons, Outreach & Education

The Friendship Center

(406) 442-6800 -24/7

eric.p@thefriendshipcenter.org

On campus office hours weekly, or
by appointment: 023 St. Charles Hall



The Friendship Center



THANK YOU!

ANY QUESTIONS?

