

You might ask

WHAT IS AN ACTIVE BYSTANDER?

AN ACTIVE BYSTANDER IS:

An active bystander is a type of response to situations we interpret as being potentially harmful to another person. It requires recognizing the potential for harm in a situation and taking some form of action. The information included here is not a call to action, but an invitation. Every member of the LLTC community has unique identities and backgrounds that inform how safe and appropriate it may feel to be an active bystander. It is important to honor this. We encourage you to reflect on what feels accessible to you and what strategies you can come up with to work for you.

WHY WE REFRAIN FROM INTERVENING

- We may have biases that prevent us from perceiving the incident as a problem.
- We assume someone else will step in and help instead of us.
- We are unsure how to be helpful.
- We may have concerns for our own wellbeing.

WHY DOES A BYSTANDER'S RESPONSE MATTER?

- It matters to the person(s) who is or may be harmed in the situation, it matters to the person(s) doing the harm, and it matters to the bystander(s).
- If one person does something to another that contravenes community norms or values, and a bystander ignores it, then the person doing the harm may think such behavior is actually acceptable.
- If no one speaks up in some way, the harmed person may think that nothing can be done, that no-one cares and that s/he will just have to live with such behavior.

SOME SITUATIONS WHERE AN ACTIVE BYSTANDER MIGHT ACT

- Harassment
- Inappropriate or offensive humor
- Meanness or bullying
- Threats or potential violence
- Inappropriate advances
- Name calling
- Rumors

EXAMPLES

(1) You hear loud yelling and noises on campus, it sounds like a potentially violent situation: immediately call the 911 and report what you heard. DO NOT attempt to intervene as that may place you in danger or escalate the situation for the person experiencing the violence.

(2) You can see a man and a woman on campus having what looks like a tense conversation. The woman looks scared and looks like she's trying to leave but the man blocks her so she can't walk away: Stay safe, don't take any action that will put yourself or the woman in danger. Watch, just observing the situation may be enough to discourage the perpetrator from becoming more violent. Get others involved: It's always safer to intervene in a potentially volatile situation with others backing you up. Reach out: Once the woman is away from the perpetrator, check if she is ok, ask if she needs help. If she does, call campus security or call 911

Helping LLTC Employees & Students to be Active Bystanders



RECOGNIZE

If you observe or hear of incidents that might constitute or contribute to sexual or gender-based harassment, you have options. If a situation appears to involve unwanted sexual attention or advances, or gender discrimination, ask yourself if anyone involved may need help.

RECRUIT

Seeking the perspective of a friend or colleague may help you to avoid acting on unconscious biases. If you notice a situation and are unsure whether to take action, ask for another bystander's viewpoint to better understand context.

Together, you can navigate available options.



RESPOND

If it is safe to do so, you may try to:

- Respond directly to the potentially harmful behavior.
- Delegate to someone in a trained role, such as an event host, supervisor or Title IX Coordinator.
- Create a distraction, such as interrupting the incident or conversation to ask for assistance with a task.
- If other options do not feel accessible, it may be helpful to delay your exit from the space and simply be present with the other person.



REMOVE

If you are able to connect with the person who is potentially being harmed, check in to see what they may need. If the person wishes to remove themselves from the situation, you may offer to connect them to trusted colleague, friend, or supportive resources.



REPEAT

Remember that every time you choose to be an active bystander, you are modeling a positive approach for others. Being an active bystander not only helps one person— it sets the tone for the entire community and improves the climate around you.

REFER

You can report incidents of sexual misconduct, discrimination, violence, or harassment to any LLTC employee or the Title IX designee:

(218) 556-8325

titleixreporting@lltc.edu

