

THE FIVE DS OF BYSTANDER INTERVENTION

DIRECT

Direct intervention has many risks, including the harasser targeting you. Exercise it with caution. You may, however, want to directly respond to an incident by confronting the harasser, or stating to everyone that what's happening is inappropriate or disrespectful. Before you respond, assess the situation: Are you safe from harm? Is the person being harassed safe from harm? Does it seem unlikely that the situation will escalate? Can you tell if the person being harassed wants someone to speak up? If you can answer "yes" to all of these questions, you might choose a direct response. Some of the things you can say to the harasser include, "Leave them alone," "That's inappropriate," "That's disrespectful" or "That's not OK." The most important thing is to keep it succinct. Do not argue or debate the harasser, since this is how situations escalate. If the harasser responds, assist the person targeted instead of engaging.

DISTRACT

Distraction is a subtler and more creative way to intervene. The goal is to interrupt the incident by engaging with the person targeted. Ignore the harasser. In fact, don't talk about or refer to the harassment. Instead, talk about something completely unrelated. You can try the following:

- Ask for the time.
- Pretend to be lost. Ask for directions.
- Pretend they are your neighbor, colleague or friend.
- Strike up a conversation about something random. It can be something as simple as complimenting the person's shoes.

Of course, read the situation and choose your approach accordingly. The person targeted will likely catch on, potentially de-escalating the situation.

DELEGATE

When you delegate, you turn to a third party for help. There are a number of ways to take this approach. Here are a few examples:

- If you are in a store, contact the manager.
- If you are on a bus, speak to the driver. You can take a similar approach on a train by speaking to the conductor, ticket inspector or other employee.
- If you are near a school, contact a teacher or someone at the front desk. You can do the same if the incident is occurring on a college campus. You can also contact campus security.
- Use teamwork to distract and delegate. You can have a friend use one of the distraction techniques to interrupt the harassment long enough for you to find someone to help. If you are not with a friend, speak to someone near you who notices what's happening and might be in a better position to intervene.

An important note about involving law enforcement: Some people may not be comfortable with law enforcement intervention. Before contacting 911, use distraction to find out if the person targeted wants law enforcement involved. A history of mistreatment by law enforcement has led some people and communities to fear and distrust police. What's more, undocumented individuals may not feel safe around police. If you are unable to ask the person, use your best judgment.

DELAY

Many types of harassment happen before anyone can intervene. If you can't take action in the moment, you can make a difference afterward by checking on the people targeted. Here are some ways:

- Ask if they are OK. Tell them you're sorry about what happened.
- Ask how you can help.
- Offer to accompany them to their destination. You can also offer to sit with them for a moment.
- Share resources, such as contact information for advocacy groups that can help. If they want to report the incident, offer to assist.
- If you've documented the incident on video – or in any other medium – ask them if they want it.

DOCUMENT

It can be really helpful to record an incident as it happens, but there are a number of things to keep in mind to safely and responsibly document harassment. • Assess the situation. Is anyone helping the person being harassed? If not, use one of the other Ds. • If someone else is already helping the person, assess your own safety. If you are safe, start recording. Keep the following tips in mind: • Keep a safe distance from the incident. • Make your video easy to verify by filming landmarks, such as a street sign, a subway car number or a train platform sign. • Clearly state the date and time. • Always ask the person harassed what he or she wants to do with the recording. Never livestream the video, post it online or otherwise use it without the person's permission. Harassment is a traumatic and disempowering experience. Using a video without consent can make the person targeted feel more powerless. If it goes viral, it can raise the individual's profile when they do not want attention, potentially leading to more victimization. Quite simply, publicizing another person's traumatic experience without consent is not helpful.

IMPORTANT REMINDERS Remember, everyone can do something. One of the most important things we can do is to let the person who is targeted know – even if it is through a small gesture – that they are not alone. Research shows that an action as simple as a knowing glance can significantly reduce trauma for the person harassed.

Taken from https://www.splcenter.org/sites/default/files/soc_bystander_intervention_guide_web_final.pdf