

MILLIGAN SEXUAL MISCONDUCT POLICY: BYSTANDER INTERVENTION

Bystander Intervention Basics

- **Safe** and **positive** options to prevent harm or intervene in situations of potential harm
- Bystanders witness inappropriate behaviors such as sexual assault or harassment and **choose to act** by speaking up or reporting these observations.
- Active bystanders have a significant impact on sexual misconduct prevention by promoting and standing up for a **culture of respect**.

Effective Intervention: Decision-Making Process

1. **Notice** the event.
2. Interpret the event as a **problem**.
3. Assume personal **responsibility** for intervening.
4. Identify a **safe** and **appropriate** method for intervention.
5. Use acquired skills to **effectively** intervene.

Four “D” Bystander Intervention Technique

- **Distract:** Interrupt the situation without directly confronting the parties involved. Example: Stepping in to ask questions that can divert a person’s attention and shift their behavior toward less risky situations (getting something to eat, talking about work or classes, etc.)
- **Delay:** Check in and follow up on potentially troubling situations when you are not sure if the situation is safe or you or you are not able to immediately intervene.
- **Delegate:** Report to campus authorities or identify other bystanders who can assist you in safely intervening.
- **Direct:** Only when safety is certain, intervene directly to make the parties aware that there is a problem and it has been noticed.

Rules for Effective Bystander Intervention

- **DO NOT** intervene in a way that puts yourself or others at risk of physical harm
- **DO NOT** intervene in a way that escalates the situation or makes it worse—Use direct confrontation only if other methods of intervention are not appropriate under the circumstances
- **DO** look for early warning signs of trouble
- **DO** intervene at the earliest point possible
- **DO** ask for help from other bystanders or responsible persons (such as Police or Campus Security)
- **DO** remember that effective intervention does not always require dramatic action—even small gestures or comments can have a large impact on the outcome of a troubling situation (before and/or after the fact)

Show up. Stand up. Speak Up. Be an active bystander!

For more information, see <https://www.milligan.edu/life/health-safety/> or contact Title IX Coordinator Brent Nipper, (423) 461-8740, wbnipper@milligan.edu

MILLIGAN SEXUAL MISCONDUCT POLICY: RISK REDUCTION

Risk Reduction Basics

Options designed to:

- Stop sexual misconduct and inappropriate behavior before it starts.
- Decrease perpetration and bystander inaction.
- Increase empowerment for victims in order to promote safety.
- Help individuals and communities address conditions that facilitate violence.

While risk reduction strategies can help deter both victimization and perpetration, it is important to understand that **risk reduction is not victim blaming. Perpetrators** of sexual misconduct, and them alone, **are responsible for their acts**.

Reducing the Risk of Victimization

- Be **aware** of your surroundings at all times.
- Trust your **instincts**.
- Make limits and/or **boundaries** known as early as possible
- Tell a sexual aggressor **"no,"** as clearly and firmly as possible
- Remove yourself, if possible, from an aggressor's physical presence
- Reach out for **help** when needed
- Make **responsible** decisions regarding drug and alcohol use
- **Look out** for your friends and ask them to look out for you

Reducing the Risk of Perpetration

- Commit to a **Culture of Respect** in all interactions, including in relationships.
- Learn and respect personal **boundaries**, including in language and content sharing.
- **Understand** that others may be intimidated by you, even if that's not your intent.
- **Communicate** intentions clearly and listen to what others are communicating to you.
- Don't make **assumptions** about consent; unclear ≠ consent.
- Take **"No"** for an answer.
- Don't take advantage of others' **incapacitation**.
- **Learn** and understand information and policies about sexual misconduct and healthy relationships.
- **Understand** that what may be welcome language or behavior by one person may not be welcome by others.

Understanding Consent

Understanding **consent** is an essential part of engaging in healthy relationships and the prevention and awareness of sexual misconduct. Consent is the agreement to participate in sexual activity which is **voluntary** (consent is not possible when coercion, force, or threat is present), **aware** (consent is impossible when incapacitation occurs for any reason), **clear** (silence or absence of resistance does not imply consent), **immediate** (past consent does not imply future consent), **continuous** (consent can be withdrawn at any time), and **specific** (consent with one person does not imply consent with others).

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