

The Five "Ds" of Bystander Intervention

Direct: Directly intervening in a situation.

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

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

Delay: Checking in with the survivor 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, as well as organizing to eradicate violence.

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. Putting a video (or even a picture) online can open you or the person who was harmed up to harassment, doxxing, or other continued harm. It may involve law enforcement even when the person harmed doesn't want that. If the situation ends while you're present, ask the person harmed if they'd like a copy of the video and let them decide what to do with it.

Verbal De-escalation Strategies

Saying "No": You always have the right to say "no," or "stop," or "that is not okay."

Broken Record: Repeating the same statement until the person causing harm corrects their behavior or exits a situation.

Naming the Behavior: Addressing the *specific behavior* that is inappropriate, offensive, or violent. Sometimes, in the heat of the moment, a person causing harm might not be aware of how they are acting. Naming the behavior gives the person causing harm the opportunity to identify their behaviors and correct themselves. Avoid using labels or sarcasm, or articulating assumptions about motives

"I" Statements: "I" statements can be used to voice your feelings and wishes without expressing a judgment. On the contrary, starting a sentence with "you" can sometimes be interpreted as a judgment and put the person causing harm on the defensive.

Get to "We": Turning yourself and the into a "we" in order to foster a sense of unity. When you create a "we," the person causing harm is less likely to direct their anger towards you.

Interrupting: Interrupting either the person causing harm or a situation.

Assertive Ignoring: Sometimes, ignoring can be a proactive decision. By choosing not to engage, you are de-escalating a situation.

Step it Down: To avoid giving the impression that you are trying to calm or "shush" the person causing harm, you might choose to match the vocal intensity of the person causing harm. The goal is to slowly "step it down." This means speaking in an increasingly calm tone. The person causing harm may follow your lead without even knowing that they are doing it.

Lose to Win: Self-defense is anything you do to keep yourself safe. Sometimes, you may proactively choose to make compromises in order to protect your or another person's immediate safety, *Losing to win does not mean anybody is "asking for it" & we must avoid victim blaming.*

Approach from side: *DO NOT Approach aggressor from behind, or get directly in their face, this may escalate the situation.*

Awareness tips for Upstanders:

- Stay aware of your environment
- Assess for safety and position yourself for safety
- Notice what's going on around you.
- Where are exits/doors/paths to safety?
- Are there people nearby? Are there people who can potentially help?
- Does the harasser seem out of control? If yes, what are the signs?
- Where are you standing in relation to the harasser and targeted person?

Decide the risk level you are comfortable with and choose a strategy or strategies. Remember that the situation can change from moment to moment.

Remember to breathe. Holding your breath is a very common response to danger. Breathing aids in remaining calmer and helps you think about what to do next.

Project Calm. Even if you are not feeling calm, appearing to be calm can help others feel calmer. It can also help you think quickly.

Know your triggers. We need to be prepared and know how our buttons can get pushed. If we go out of control we may put the targeted person in more danger.