

Sexual Harassment & Misconduct
in Our Community:
Your Rights, Responsibilities, &
Resources

This training will cover:

- Part 1 of this training will cover your rights, responsibilities, and reporting options under the Ethics Act as a State of Illinois employee
- Part 2 will provide you with some additional information relating to your status as a Responsible Employee under SIUE's policy for preventing and responding to sexual violence.

Part 1: Sexual Harassment Under The Ethics Act



In this section, you will review some specific information about sexual harassment relating to your rights, responsibilities, and reporting options under the state's Ethics Act.

The Ethics Act

As an employee of SIUE, you are subject to the State Officials and Employees Ethics Act (Ethics Act) 5 ILCS 430 *et seq.*, which is intended to ensure that the functions of State government are conducted with fairness, honesty, and integrity. The Ethics Act prohibits sexual harassment:

All persons have a right to work in an environment free from sexual harassment. All persons subject to this Act are prohibited from sexually harassing any person, regardless of any employment relationship or lack thereof.

5 ILCS 430/5-65(a). A violation of that prohibition is a violation of the Ethics Act.

Further, the Illinois Human Rights Act prohibits sexual harassment in State employment, as well as in many private employment settings. Under the Illinois Human Rights Act, it is a civil rights violation “[f]or any employer, employee, agent of any employer, employment agency or labor organization to engage in sexual harassment” 775 ILCS 5/2-102(D).

How The Ethics Act Defines Sexual Harassment

Sexual harassment means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when: (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (iii) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. For purposes of this definition, the phrase "working environment" is not limited to a physical location an employee is assigned to perform his or her duties and does not require an employment relationship.

Understanding Harassment

Sexual advances and requests for sexual favors are not the only types of conduct that can be sexual harassment. Other conduct of a sexual nature can be part of quid pro quo sexual harassment or contribute to a hostile work environment, including unwelcome physical acts, verbal conduct, or visuals like:

Examples

- Actual or attempted rape or sexual assault
- Pressure for sexual favors
- Deliberate touching, leaning over, or cornering
- Sexual looks or gestures
- Letters, telephone calls, personal e-mails, texts, or other materials of a sexual nature
- Pressure for dates
- Sexual teasing, jokes, remarks, or questions
- Referring to an adult as a “girl,” “hunk,” “doll,” “babe,” “honey,” or other diminutive term
- Whistling at someone
- Sexual comments, sexual innuendos, or sexual stories
- Turning work discussions to sexual topics
- Asking about sexual fantasies, preferences, or history

Even more examples!

- Sexual comments about a person's clothing, anatomy, or looks
- Kissing sounds, howling, and smacking lips
- Telling lies or spreading rumors about a person's personal sex life
- Neck and/or shoulder massage
- Touching an employee's clothing, hair, or body
- Hanging around a person uninvited
- Hugging or kissing
- Patting, stroking, or pinching
- Touching or rubbing oneself sexually in the presence of another person
- Standing close to or brushing up against a person
- Looking a person up and down
- Sexually suggestive posters, cartoons, or magazines displayed in the workplace or shown to someone
- Playing sexually suggestive or graphic videos or music
- Making sexual gestures with hands or through body movements

Online Harassment

Sexual harassment can involve activities online or through electronic media, even when off site or “off the clock.”

Examples of behaviors that can constitute unwelcome sexual conduct through email, cell phone or text, Internet or Intranet posting, online comments, blog posts, social media (such as Facebook, Twitter, LinkedIn, Instagram, YouTube, and Snapchat), or other electronic media include:



Examples

- Requests/demands for sex
- Sexually graphic or inappropriate pictures
- Sexually graphic or inappropriate videos
- Sexually offensive language or comments
- Unwanted flirting
- Unwanted requests for dates
- Cyber stalking

Reporting Options

If you experience or observe a situation involving sexual harassment, knowing how to address it can feel difficult.

The next few slides will explore the options available to you for reporting sexual harassment.



Reporting Within SIUE

- If it is possible, start with your supervisor. Your supervisor may be able to identify some immediate responsive strategies which can address your concern.
- Contact the EOA Office. The EOA Office will help identify both formal and informal strategies for addressing your concern.
- To reach the EOA Office, you can call x2333, e-mail the EOA Director (Jamie Ball) at jball@siue.edu

Reporting to Your Ethics Officer

Your Ethics Officer is an important resource. Your Ethics Officer is available to discuss any concerns about ethics violations you may have, including an allegation of sexual harassment. Ethics Officers can help interpret the Ethics Act for you as it relates to sexual harassment and how to report an allegation of sexual harassment. He or she will be knowledgeable about the sexual harassment reporting process conducted by the Office of the Executive Inspector General and by the Illinois Department of Human Rights, processes described later in the module. Your Ethics Officer can assist you in making a report to these entities, to your supervisor, or to the Office of Equal Opportunity, Access & Title IX Coordination (EOA).

Additionally, if an allegation of sexual harassment involves your supervisor, or if you are uncomfortable with your supervisor or are concerned that the allegation may not be handled appropriately, you can report the allegation directly to your Ethics Officer, the EOA Office, the Office of Executive Inspector General, or the Illinois Department of Human Rights. Your agency Ethics Officer can also assist with directing your allegation to another supervisor, the EOA office, or member of your agency's management who can address it instead your supervisor.

Contacting Your Ethics Officer

You can contact the University System Ethics Officer at 618-536-3461, or at 844-597-6463, or by email, ethics1@siu.edu

At SIUE, Dr. Venessa Brown is our designated Ethics Officer. She can be reached at 618-650-5867, or by email, vbrown@siue.edu

Reporting an Allegation of Sexual Harassment to the Office of Executive Inspector General

The Office of Executive Inspector General (“OEIG”) is an independent executive branch State agency that works to ensure accountability in State government. The OEIG’s jurisdiction includes executive branch agencies, officers, and employees (other than those under the Attorney General, Secretary of State, Comptroller, or Treasurer), the four regional transit boards, the State public universities, and approximately 300 boards and commissions, plus vendors doing business with those agencies and entities. It does not represent any party or agency in an investigation and does not investigate on behalf of any individual or agency.

The primary role of the OEIG is to investigate allegations of misconduct and to make reports of its findings to the affected agencies and officials. The OEIG investigates, when appropriate, alleged violations of law, rule, or regulation committed by any employee of or those doing business with an entity under its jurisdiction. For example, the OEIG investigates allegations of waste, fraud, abuse of authority, or corruption. The OEIG investigates violations of the Ethics Act, which now contains a prohibition on sexual harassment.

Contacting the Office of Executive Inspector General

A complaint may be filed with the OEIG in writing, preferably on an OEIG complaint form, or orally. A complaint may be filed with the OEIG by:

1. Completing a form online at inspectorgeneral.illinois.gov;
 2. Calling the Office's toll-free hotline at (866) 814-1113;
 3. Mailing a completed complaint form to: Office of Executive Inspector General for the Agencies of the Illinois Governor, Attention Complaint Division, 69 West Washington Street, Suite 3400, Chicago, Illinois 60602;
 4. Faxing a completed complaint form to (312) 814-5479;
 5. Contacting the Office by telecommunications device for the disabled (TTY) at (888) 261-2734;
- or
6. Scheduling an appointment with the Office at its Springfield or Chicago locations.

The OEIG may accept complaints that are filed anonymously.

Anyone filing a complaint must provide sufficient detail about the allegation in order for an investigation to be initiated.

Pursuant to the Ethics Act, “[t]he identity of any individual providing information or reporting any possible or alleged misconduct to an Executive Inspector General or the Executive Ethics Commission shall be kept confidential and may not be disclosed without the consent of that individual, unless the individual consents to disclosure of his or her name or disclosure of the individual's identity is otherwise required by law.” 5 ILCS 430/20-90.

Reporting to Illinois Department of Human Rights

The Illinois Department of Human Rights (IDHR) is a State agency that administers the Illinois Human Rights Act, 775 ILCS 5 et seq. The Illinois Human Rights Act prohibits sexual harassment in employment, and considers it a civil rights violation “[f]or any employer, employee, agent of any employer, employment agency or labor organization to engage in sexual harassment” 775 ILCS 5/2-102(D).

One of IDHR’s important roles is to investigate charges of discrimination, including allegations of sexual harassment in employment. After the investigation, IDHR prepares a written report with a recommendation on whether or not there is “substantial evidence” of a violation of the Illinois Human Rights Act. IDHR does not make a credibility determination when there is conflicting evidence.

A finding of “substantial evidence” means that there is enough evidence to take the case before an administrative law judge at the Illinois Human Rights Commission (“IHRC”), a separate State agency that conducts public hearings. During this process, IDHR facilitates opportunities to resolve the allegation through settlement, such as in mediation.

After IDHR issues its finding, a complainant may file a lawsuit in civil court, or if a finding of “substantial evidence” is made, file a complaint with the HRC. That forum (either the HRC or the circuit court) will hear testimony, receive evidence, and determine whether unlawful discrimination or harassment occurred.

Reporting to Illinois Department of Human Rights

If a complainant succeeds in court or at the IHRC, the judge or IHRC can order remedies allowed by the Illinois Human Rights Act to make the complainant “whole.” These remedies may include back pay, lost benefits, clearing of a personnel file, emotional damages, hiring, promotion, reinstatement, front pay where reinstatement is not possible, and attorney’s fees and costs. Punitive damages, or damages intended to punish the harasser or the employer, are not available under the Illinois Human Rights Act.

This process through IDHR and IHRC, or through IDHR and a court, may take several years. It is a public process – an employee who chooses to pursue this option may not do so anonymously – and it requires involvement by the person who filed the complaint. Some individuals who pursue their complaints through the IDHR process and HRC, or a court, choose to seek the assistance of an attorney, while others proceed without an attorney.

The process begins by filing a “charge” (or a report of an allegation) to IDHR within 300 days of the alleged incident. The first step in filing a charge is to submit information in person or in writing by mail or fax, using a Complainant Information Sheet that is available on the IDHR website at illinois.gov/dhr/FilingCharge/Pages/Intake.aspx. It requires detailed information, including contact information, employer information, and most recent date of the alleged sexual harassment. A person filing a charge may also provide witness information and copies of relevant documents.

Contacting the IDHR

The IDHR website is www.illinois.gov/dhr. It provides additional information about sexual harassment, filing a charge, the process for investigating and resolving an allegation, and other frequently asked questions.

IDHR offices:

Chicago

James R. Thompson Center
100 W. Randolph St.
Suite 10-100
Chicago, IL 60601
312-814-6200
866-740-3953 (TTY)

Springfield

222 South College St. Room 101A Springfield, IL
62704
217-785-5100
866-740-3953 (TTY)

Department of Human Rights Helpline

IDHR operates a helpline for reporting sexual harassment and discrimination. The helpline number is 1-877-236-7703 and there is also a website for reporting, www2.illinois.gov/sites/sexualharassment/Pages/default.aspx.

Through the helpline:

- IDHR will offer help with finding resources, including counseling services.
- IDHR will assist with filing sexual harassment complaints with IDHR or other agencies.
- People may anonymously report sexual harassment and discrimination in both State employment and private- sector employment.
- For people who are subject to the Ethics Act, which includes State employees required to take this training, IDHR will report the allegations to the OEIG for further investigation *if the person making the report gives permission for IDHR to do so.*
- All communication submitted to IDHR through the helpline, including by Internet, will be confidential and exempt from disclosure under the Freedom of Information Act.

Retaliation



Retaliation against individuals who report sexual harassment or who participate in investigations and other proceedings is strictly prohibited by the Ethics Act, the Human Rights Act, and the Whistleblower Act.

Retaliatory action means reprimand, discharge, suspension, demotion, denial of promotion or transfer, or change in the terms or conditions of employment of any State employee that occurs in retaliation for an employee's involvement in these protected activities. These are examples of retaliatory conduct.

Under the Ethics Act, 5 ILCS 430/15-5 et seq., an officer, member, State employee, and/or State agency cannot take retaliatory action against a State employee who (1) reports allegations of sexual harassment, (2) provides information or testifies in connection with an investigation, hearing, or other inquiry, or (3) participates in a proceeding to enforce the Ethics Act. If retaliatory action occurs, the OEIG can investigate this matter and recommend discipline. An employee can also bring a lawsuit pursuant to the Ethics Act. Anyone who intentionally violates this prohibition on retaliation is guilty of a misdemeanor and is subject to discipline or discharge. 5 ILCS 430/50-5(a), (f).

Under the Illinois Human Rights Act, it is a civil rights violation to retaliate against someone who "has opposed that which he or she reasonably and in good faith believes to be unlawful . . . sexual harassment in employment . . ." 775 ILCS 5/6-101(A).

Under the Illinois Whistleblower Act, 740 ILCS 174 et seq., "[a]n employer may not retaliate against an employee for disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of a State or federal law, rule, or regulation." 740 ILCS 174/15(b).

Remedies available in a civil lawsuit if retaliation occurs may include:

- reinstatement of employment;
- two times back pay;
- interest on back pay;
- reinstatement of fringe benefits and seniority rights; and
- payment of reasonable costs and attorney's fees.

Penalties



State employees who engage in sexual harassment, who make false reports of sexual harassment, or who obstruct, interfere with, or fail to cooperate with investigations into alleged sexual harassment are subject to significant penalties, including fines, discipline up to and including discharge, and even misdemeanors.

Sexual harassment in violation of the Ethics Act. Any person who violates the prohibition on sexual harassment that is found in the Ethics Act:

- may be fined up to \$5,000 per offense;
- is subject to discipline or discharge; and
- may also have fines or penalties imposed by a State or federal agency or court (such as if a charge was filed with IDHR and the court or Human Rights Commission determined that unlawful harassment occurred).

[See 5 ILCS 430/50-5(g).]

The Executive Ethics Commission (“EEC”) may levy a fine of up to \$5,000 against any person who intentionally makes a false, frivolous, or bad faith allegation. 5 ILCS 430/50-5(e).

Any person who intentionally makes a false report alleging sexual harassment to the OEIG, EEC, or to certain law enforcement agencies or officials is guilty of a misdemeanor. See 5 ILCS 430/50-5(d).

The EEC may levy a fine of up to \$5,000 against any person who intentionally obstructs or interferes with an investigation conducted under the Ethics Act by the OEIG. 5 ILCS 430/50-5(e).

Failure to cooperate with an investigation conducted under the Ethics Act by the OEIG, including intentional omissions and knowing false statements, is grounds for disciplinary action, including dismissal. 5 ILCS 430/20-70.

Hypotheticals

We'll conclude this section with a few hypotheticals. Based on what you've learned, which behaviors are forms of sexual harassment? If you observed or were affected by one of these situations, what would you do?



What
IF?

CASE STUDY #1

Jason is an Office Support Specialist working in an office with Kate, who supervises him. Kate asks Jason to stay late many nights to work on projects. Jason and Kate are friendly and sometimes even flirt a little.

One evening, Kate tries to kiss Jason, but Jason turns away and tells Kate that he does not believe it would be appropriate.

The next day Kate tells Jason that unless he accepts her advances, he will be transferred to a different department that involves a longer commute and less pay.

What do you think?



Quid pro quo means “something for something” and this example illustrates the quid pro quo form of sexual harassment.

As the supervisor, Kate should avoid pursuing any type of romantic or sexual relationship with any of her subordinates.

Kate made it clear that if Jason does not accept her advances, she will transfer him to a different department that would involve a longer commute and less pay. Jason keeping his current job is in exchange for him accepting Kate’s advances. This is quid pro quo harassment.

And did you notice?

In the scenario you just considered, Kate, who identifies as a woman, was the aggressor.

Gender stereotypes may influence our perceptions about what may constitute sexual harassment. But keep in mind that sexual harassment can occur regardless of the gender identities of the people involved.



Case Study #2

Allison works in an area of campus that receives a lot of shipments. Dustin works for a local vendor and comes in every week to make deliveries. He flirts and spends long periods of time hanging around Allison's work station trying to talk to her, and has repeatedly asked her to meet him for drinks. Allison thinks Dustin is nice, but she is not interested. She feels distracted by him and he doesn't listen when she tells him she needs to get back to work.

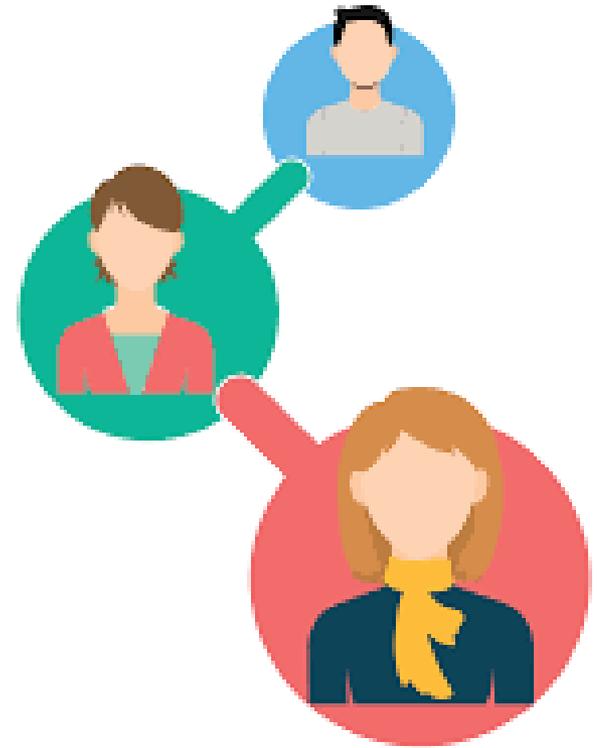
What do you think?



Dustin's repeated efforts to ask Allison out are clearly not welcome. While it's OK to be friendly, when an invitation has been rejected, repeating that invitation may be crossing the line into sexual harassment.

And did you notice?

Dustin was not an SIUE employee, but Allison is still within her rights to make a report about his behavior. Allison's supervisor can and should take responsibility for addressing this situation and preventing a recurrence of this harassment.



Case Study #3

Jonathan goes to the campus recreation center with his co-workers, Adam and Kevin, every day after work. After working out, they shower and change in the locker room.

One day Jonathan goes to his boss and tells him that Adam and Kevin keep making crude jokes and trying to grab his genitals while they are in the locker room. Jonathan says he asked them, repeatedly, to knock it off. Jonathan's boss tells him that they are "just being guys" and if it offends Jonathan, he should just work out at a different time.

Jonathan has trouble concentrating at work and feels intimidated in the office by Adam and Kevin because of how they treat him in the locker room.

What do you think?



This is an example of hostile work environment sexual harassment because, even if they are just “messing around,” Adam and Kevin’s actions are still unwelcome conduct of a sexual nature that has the purpose or effect of substantially interfering with Jonathan’s work performance or creating an intimidating, hostile or offensive working environment.

Additionally, the attempt to grab Jonathan’s genitals is an assault. If Jonathan feels unsafe, he should contact law enforcement.

And did you notice?

In the scenario you've just considered, all the parties appear to have the same gender identity. As we considered in the first scenario, sometimes our gender stereotypes limit our understanding of sexual harassment.

Sexual harassment can occur among people who have the same gender identity.

And did you also notice?

And what about Jonathan's boss? Jonathan's boss was not helpful or responsive, and he used stereotypes about men's behavior to make an excuse for not doing something to help.

This is a situation in which Jonathan should consider using additional resources, like the EOA office or the University Ethics Officer, to ensure that his concerns are addressed.

Part 2: Information for Responsible Employees



In this section, you'll receive guidance and information relating to your duties as a Responsible Employee.

Responsible Employee Status

Under Title IX and University policy, unless you are otherwise designated as a confidential resource (counseling and health services), you are considered a “Responsible Employee”. Your status as a Responsible Employee means that if a student reports any situation involving sexual misconduct to you, the University is on notice of that misconduct and has a responsibility to respond.

Whenever you become aware of an incident of sexual misconduct, you must notify the Title IX Coordinator (EOA Office).

Campus Security Authority

Depending on your role on campus, you may also be considered a CSA.

A CSA (Campus Security Authority) is any University employee with significant responsibility for student and campus activities (i.e. Program Director, Dean, Vice President, President).

If you are a CSA, please refer to your Clery Act training for more details regarding your specific CSA responsibilities.

Confidential Resources

Employees who have ethical duties of confidentiality, specifically, counselors and health care providers, **are not** required to report information to the Title IX Coordinator.

Our community partner, Call for Help, is also considered a Confidential Resource. Students can work with an advisor through Call for Help to help identify the options and resources that may be helpful to them.



Call For Help is available 24/7 at
618-397-0975

So wait, What is Title IX?

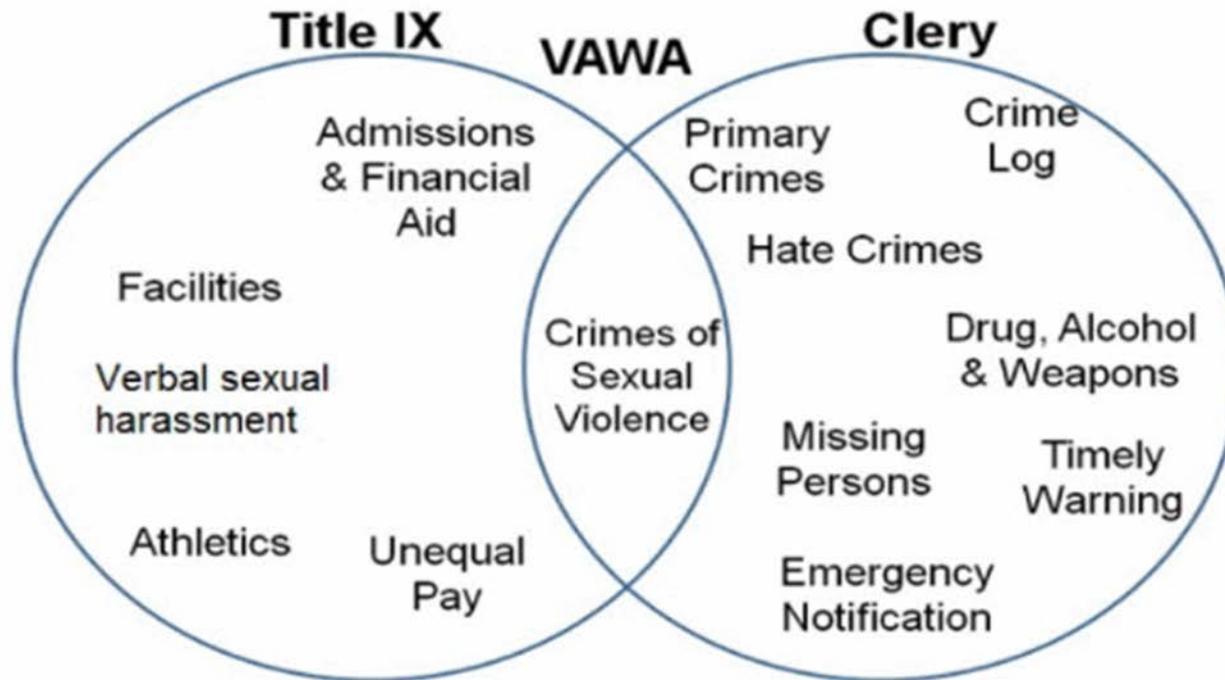
- 1972 Landmark civil rights protection
- Provides protection from all forms of sexual misconduct including: sex-based discrimination, harassment, or gender violence at any educational institution receiving federal funding
- Students are the primary focus of Title IX, although it is applicable to all campus constituencies
- Applies to all individuals regardless of gender identity

And what is the Clery Act?

“Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act” (formerly the Campus Security Act) is a federal law that requires U.S. institutions of higher education to disclose campus security information including crime statistics for the campus and surrounding areas.

Are there other laws I should be aware of?

Reviewing the Laws



Violence Elimination (SaVE) Act

- The Campus SaVE Act requires that students and staff be assisted by campus authorities if reporting a crime to law enforcement.
- It also requires that persons affected by sexual misconduct or relationship violence have the option to obtain or enforce a no contact directive or restraining order.
- The law requires the University to have a clear description of the institution's disciplinary process which identifies the range of possible sanctions.
- Additionally, the law requires that victim/survivors receive contact information about existing counseling, health, mental health, victim advocacy, legal assistance, and other services.
- The law requires the University to conduct awareness campaigns for staff and students.
- The law requires prompt, fair, and impartial investigation and resolution of investigation by officials receiving annual training.

Violence Against Women Act (VAWA)

- VAWA requires a coordinated community and legal response to domestic violence, sex dating violence, sexual assault, and stalking.
- The emphasis of this law is on law enforcement, prosecutors, and victim services.
- VAWA provides specific support for the work of organizations that serve economically and socially disadvantaged women.

And our State Law



In addition to federal laws, our state has enacted the **Preventing Sexual Violence in Higher Education Act**, which establishes additional reporting and training requirements to help keep our community safe.

And University Policy...

The requirements of our state and federal laws are reflected in SIUE's **Sexual Assault, Sexual Misconduct & Relationship Violence Policy & Procedures** and the **Sexual Harassment Policy**.

The full text of these policies can be found at siue.edu/ea.



Trust and Confidentiality

If a person shares information with you regarding an incident of sexual misconduct or relationship violence, it is likely because they trust you and see you as a person who can help.

It may not be clear to the person who is making the disclosure that you will have a responsibility to share the information with the Title IX Coordinator. If you sense that a person is about to make a disclosure, it may be helpful to gently remind them of your Responsible Employee status, and of the availability of confidential resources, such as counseling services, health services, and Call for Help.

When information is referred to the Title IX Coordinator, the victim/survivor still maintains a lot of control over next steps. Our goal is to provide support and information so a person can make informed, empowered decisions. There are typically a lot of things a survivor *can* do; but rarely is there anything that they *have* to do. You can offer this assurance when you talk about your Responsible Employee status.

How to Make a Report

If a person is in crisis, needs medical attention, or if there is an immediate/ongoing risk of harm, call 911.

Otherwise, if you receive information that you need to report to the Title IX Coordinator, you can use the online reporting tool which is found at:

siue.edu/eoa/reporting-options-resources/report-an-incident.shtml

You may also contact the EOA office by phone at 618-650-2333 if you have questions and would prefer to discuss the incident.



Just the Facts

All you need to report is the information that is shared with you. It is not necessary for you to ask a lot of questions. Remember:

- You are not expected to be a detective.
- You don't have to prove what happened or who was "at fault".
- You don't have to "label" the situation or figure out where it "fits" under University policy

But...

- You **are** expected to disclose all of the information that is shared with you; please don't offer assurances that you can keep anything shared with you confidential

When someone shares information with you

When a student discloses that they have been affected by sexual misconduct, it can be an emotional situation and it can be hard to know what to say. You can respond by saying something like, *“I’m really glad you could trust me with this; the University has some resources that may help, and it’s part of my job to help you get connected with those resources.”*

Your goal is create a calming, non-judgmental space. Sharing this kind of information is usually hard, so you can make it easier by offering your compassion and support.

More tips for responding with support and compassion

- Listen. Let the person name their own experience.
- Ask if the person is feeling safe and if they need medical care.
- Offer to contact a confidential resource (Like Counseling Services or Call for Help.)
- Contact your Title IX Coordinator.



Individual Impacts



These incidents have a big emotional impact on the people who are involved in them, no matter what role they played. These folks may have experienced trauma and may be vulnerable. If you are aware that a student has been involved or has been affected by an incident of sexual misconduct, then you'll want to keep an eye out for behaviors that might seem out of the ordinary.

Some people may become more withdrawn, some people may act out. While it's expected that a person affected by an incident of sexual misconduct might not be totally themselves, it's helpful to keep an eye out for signs of crisis and be ready to intervene.

If you have ongoing concerns about a student's well-being, submit a CARE report to ensure that appropriate steps can be taken to follow up. You can find the CARE report form at siue.edu/counseling/faculty-staff/.

Community Impacts

Another dynamic to be aware of is how an incident might affect the community.

Sometimes an incident will inspire activism, and that can be an excellent way to channel the strong feelings that people have about sexual misconduct. However, look out for trends that might look like victim blaming or vigilante justice.



Get Involved!



There are ways that you can support the University's efforts to prevent and address sexual misconduct in our community.

Talk about Consent!

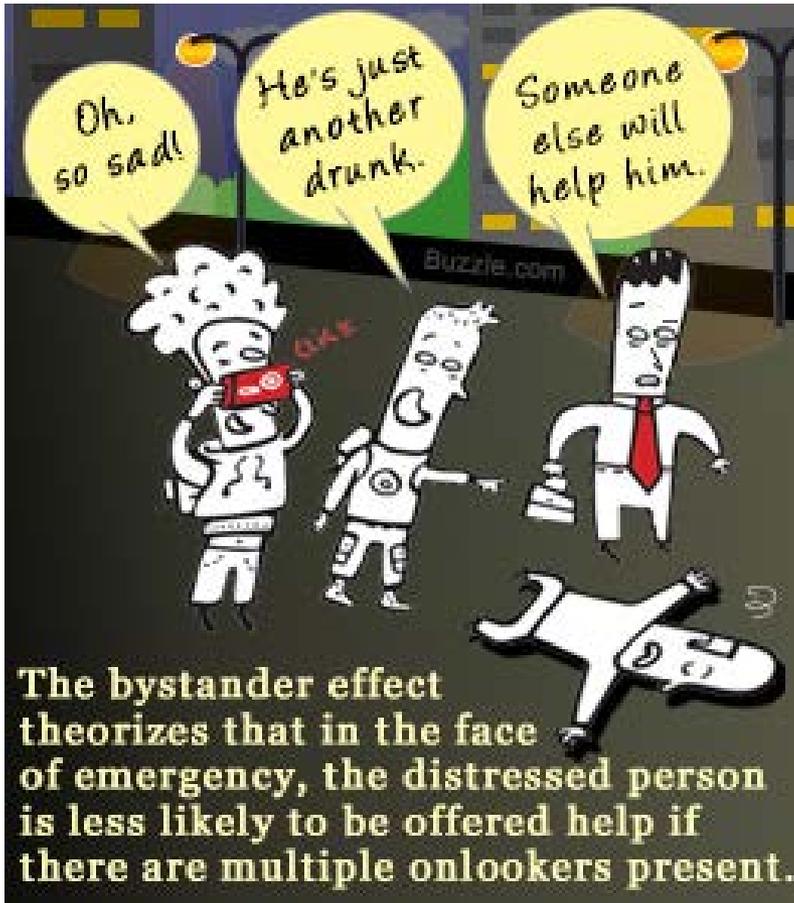
CONSENT



Freely Given
Reversible
Informed
Enthusiastic
Specific

Consent is a fundamental concept that applies in all of our interactions, but it's especially important in sexual situations. Support healthy conversations about consent!

And Beware of The Bystander Effect



Problems sometimes happen when other people are around. But even when lots of people are *available* to help, that doesn't always mean that there are lots of people who *actually* help.

Be prepared to be **the one** who takes action!

Overcoming the Bystander Effect

Just being aware of the importance of bystander intervention makes it more likely for you to respond.

Form the mental habit of noticing and responding, and role model good intervention strategies for your students.

Notice the Event

Interpret it as a problem

Assume personal responsibility

Know how to help

Implement the help – Step UP!

To intervene...Think in “3-D”

- **Direct Intervention**-if you can safely confront a situation, direct intervention is an option.
- **Distractions**-distractions are especially helpful when it may be important to help the people involved “save face”.
- **Delegation**-call on campus and community resources to take charge of the response



Green Dot



No one has to do everything.
Everyone
has to do something.
What's your
green dot?

For more information about how you can get involved in supporting prevention and intervention efforts at SIUE, please contact Samantha Dickens in the PEACe Office, 618-650-5492; sdicken@siue.edu

Lastly...Self-Care

When you're involved in responding to and supporting a student who has been affected by sexual misconduct, it can be really gratifying to know that you've been there for someone who really needed your help. **But it can also be really stressful!**

Practice good self-care and don't be afraid to ask for help if you need some for yourself.

TAKE CARE



OF YOURSELF

Questions?

Thank you for your attention to this important information.

If you have questions regarding any of the information in this presentation, please contact Office of Equal Opportunity, Access & Title IX Coordination (EOA) at 618-650-2333 or contact Jamie Ball (Director) at jball@siue.edu.