

Bringing in the Bystander (Online):

UVic's Bystander Intervention Training

Participant Workbook

Fall 2020

FACILITATOR(S):





UVIC'S BYSTANDER INTERVENTION WORKSHOP

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If you have outstanding questions about this workshop, please reach out to oslengage@uvic.ca

AGENDA

Module 1: Introduction	
15 min	Welcome and Territory Acknowledgement Introduction and Icebreaker Setting Group Norms
Module 2: Bystander Intervention & Personal Bystander Experiences	
8 min	Pro-Social Bystander Definition Expected Behavior at UVic
Module 3: Introduction to 4D Model & Case Studies	
10 min	Introduction to 4D Model Bystander Case Study
Module 4: Consent, Respect, & Alcohol	
10 min	Consent and Respect at UVic Consent and Alcohol
Module 5: Continuum & Facts About Sexualized Violence	
15 min	Recognition vs. Frequency Spectrum Activity Statistics about Sexualized Violence
Module 6: Developing Bystander Skills	
15 min	Bystander Scenarios Group Activity Bystander Pledge
Module 7: Wrap Up	
5 min	Check-Out Question Wrap Up

** Timing subject to change*

GROUP NORMS ON ZOOM

Zoom Etiquette

- Mute yourself when you aren't talking to reduce background noise, but we encourage you to stay on video with us and unmute and add to the discussion
- You can click Gallery View in the upper-right corner so you can see all of us.
- If you have a question, you can physically raise your hand or use the Raise Hand feature, by clicking Participants on your bottom menu, then clicking Raise Hand. Click the icon again if you want to lower your hand.
- Please wear headphones

Confidentiality/Protect Identities and Details

- Avoid sharing names or details in any stories you share
- Take away the lessons you learn today, but leave any stories that may be shared by other participants

Words with Respect/Be Mindful of Survivors

- Many people know someone who has experienced sexualized violence, or have experiences with it themselves, so please keep this in mind when sharing with the group and be mindful of the types of stories or anecdotes you are share with the group
- Be mindful of your language; respect everyone's names and pronouns

No Phone Zone

- Try to stay present as best you can, if there is an emergency call or text you need to take, please mute and turn off your video. Private chat a facilitator to let them know you are okay (you can do this by opening the chat at the bottom menu, click To: and choose a facilitator from the drop-down menu (indicated by Host and Co-Host)

Option to Share

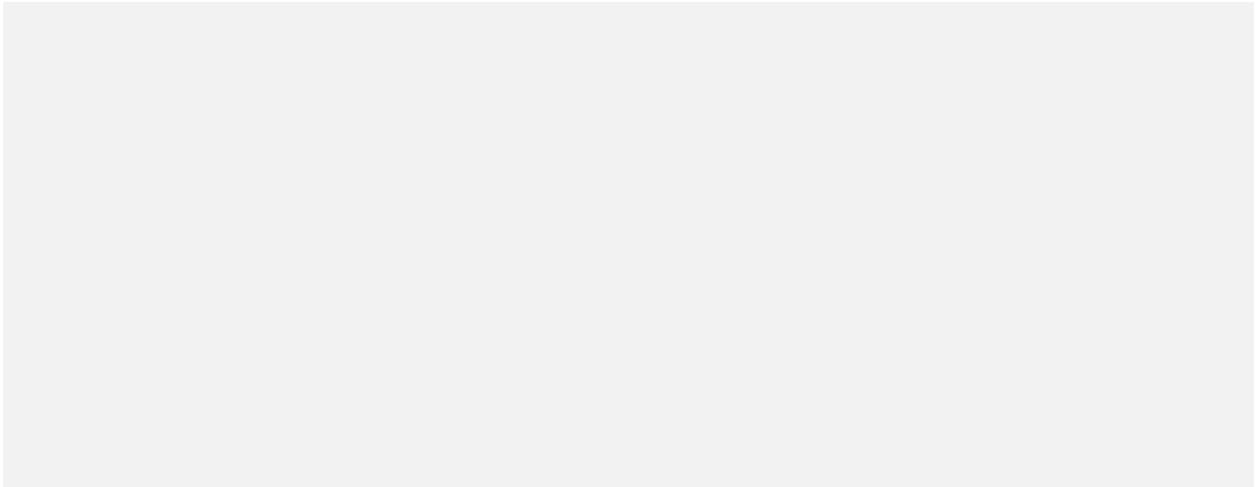
- If you are not comfortable sharing, we will respect that and will not call on you to participate
- The workshop works best when all those who want to share get a chance. If you know you are someone who is very talkative, please be aware of how much space you are taking up and make sure everyone is getting a chance to share so we can hear a variety of perspectives

Take Care

- We recognize this work can be very difficult and want to encourage you to engage in self-care however feels comfortable

- If you need to leave the room, feel free to do so, but private chat a facilitator to let them know you are okay or if you need assistance
- If you are leaving the workshop to get some water, use the bathroom etc., please let us know you are okay by: stating it in the Zoom chat, sending a private chat to a facilitator, or giving a thumbs up (by clicking Reactions on the bottom menu and then choosing the thumbs up emoji)

Additional Group Norms:



4D BYSTANDER MODEL



Direct

- A “direct” intervention strategy means naming the problematic behaviour and inserting yourself into the situation in order to deescalate potential



Distract

- A “distract” intervention strategy means inserting yourself into a situation to derail violence often by shifting the attention away from the person being harmed so they can remove themselves from the situation.
- The “distract” strategy may not involve specifically naming and confronting problematic behaviour



Delegate

- A “delegated” intervention means asking someone else with a different identity, positionality, or skillset to intervene on your behalf
- You would likely choose this intervention if you felt unsafe to intervene
- As a reminder, calling 911 may not be a safe option for everyone. Some alternative community resources are listed in the ‘resource’ section of this workbook, we encourage you to save them to your phone so you will have access to them in an emergency situation.



Delay

- A “delayed” intervention strategy includes a few different things, such as, following up with the perpetrator after the incident and discussing the harm they have caused, sending an email or making a phone call to a manager if the incident happened at a bar, restaurant etc., or supporting a survivor after harm has been caused.
- Supporting a survivor is a valuable tool for creating meaningful change in a culture that often invalidates and silences survivors

BYSTANDER SCENARIOS

Please discuss your assigned scenario with your group. Feel free to look over the other scenarios on your own time for practice, or to refresh your bystander skills.

Refer to the 4D Model Description on page 6 for descriptions of each of the intervention strategies

SCENARIO 1:

You are having dinner and drinks out with a group of friends when you notice your close friend's partner starting to act rowdy. They are getting intoxicated very quickly. They start making loud, lewd comments about your friend, in front of the group, about it being time for them to go home and what sexual things they intend on happening once they are home. Your friend later confides in you that their partner often expects them to have sex every night, even when they don't feel like it.

QUESTIONS:

1. What are the issues at play? (*Highlight all that apply*)

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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DISTRACT

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DELEGATE

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DELAY

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SCENARIO 2:

You are having a conversation about online dating with a group of friends. One of your friends says, “You have to get Tinder; there are so many sluts on there!” Everyone laughs. Your friend pulls out their phone and says, “Check out who I’ve been talking to from UVic. We’ve only hung out once and they’ve already sent me naked pics!” Your friend proceeds to show everyone the naked photos.

QUESTIONS:

1. What are the issues at play? (*Highlight all that apply*)

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
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Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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DISTRACT

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SCENARIO THREE:

You've been working a server in a restaurant/bar for a few months and you've noticed that the regular bartender frequently makes sexualized comments about the female hosts and servers. They have a "ranking" of how hot each employee is and talks about this to you when people come in to apply or are newly hired. You've seen them touch servers inappropriately when they walk by, but so far you've only seen people laugh or shrug it off. On your next shift, they start a conversation with you about how the new hire is. What do you do?

QUESTIONS:

1. What are the issues at play? (*Highlight all that apply*)

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

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(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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SCENARIO FOUR:

You're in a washroom on campus. There are two other people also standing at the sinks when someone who identifies as trans walks in and goes into a stall. The two other people start snickering and making comments between themselves about the trans person's appearance. They then go to leave the washroom, laughing audibly. What do you do?

QUESTIONS:

1. What are the issues at play? (*Highlight all that apply*)

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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DISTRACT

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DELEGATE

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DELAY

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UVIC'S BYSTANDER INTERVENTION WORKSHOP



I PLEDGE TO:

- Express my outrage about all forms of sexualized violence.
- Nurture myself and be aware of my personal safety.
- Change anything I may be doing that contributes to sexualized violence.
- Believe and support all genders who have experienced any form of sexualized violence.
- Listen to my friends' and partners' fears and concerns for safety.
- Pay attention to cries for help and take action.
- Seek information about why sexualized violence is so common in our society and how I can help prevent it.
- Talk to other community members about sexualized violence.
- Interrupt sexist/transphobic jokes/comments that objectify people based on a person's sex, sexual identity, gender identity or expression.
- Challenge images of gender-based violence in advertising and entertainment.
- Support and encourage all genders to take responsibility and work together to end sexualized violence.

Name

Date

24/7 CRISIS SUPPORTS

Call 9-1-1 or Campus Security **250-721-7599**, if the individual is in **immediate danger or requires urgent medical attention**. The resources below can be useful to know in a crisis situation, or if someone wants an alternative to contacting police.

VIOLENCE:

Campus Security

Phone: 250-721-7599 (emergency and Safewalk) or **250-721-6386** (non-emergency and Campus Alone)

Location: Campus Security Building
24-hour first responders to all manner of emergencies, offers a 24-hour Safewalk service and Campus Alone safety service.

VictimLinkBC

Phone: 1-800-563-0808

VictimLinkBC is a toll-free, confidential, multilingual (150+ languages) telephone service available across B.C. and the Yukon 24 hours a day, 7 days a week. It provides information and referral services to all victims of crime and immediate crisis support to victims of family and sexual violence

Rape Crisis Line

Phone: 604-255-6344 | 1-877-392-7583

National, toll-free, confidential Crisis Line is answered by empathetic and skilled support workers. Crisis Line support workers are there to listen, to provide non-judgmental support and, if needed, to provide information on available WAWAW services or referrals to other community programs and organizations.

Youth against Violence Line

Phone: 1-800-680-4264

Provides 24/7 live help line where youth can talk one-on-one, in confidence and anonymously to a support worker.

MENTAL HEALTH

BC Suicide Support and Crisis Line

Phone: 1-800-SUICIDE (1-800-784-2433)

Crisis and suicide support, provide confidential, non-judgmental, free emotional support, 24 hours a day, 7 days a week, for people experiencing feelings of distress or despair, 140+ languages

Mental Health Support

Phone: 310-6789

Mental health support, provide confidential, non-judgmental, free emotional support, 24 hours a day, 7 days a week, for people experiencing feelings of distress or despair, 140+ languages

TTY Distress Phone Services

Phone: 1-866-872-0113

TTY service for deaf and Hard of Hearing individuals experiencing distress

Canada Suicide Support & Crisis Line

Phone: 1-833-456-4566

Connect to local distress centre anywhere across Canada, available in both French and English

SUBSTANCE USE

Alcohol & Drug Information Referral Service

Phone: 1-800-663-1441

Provides free, confidential, multilingual information and referral services to British Columbians in need of support with any kind of substance use issue (alcohol or other drugs). Referral to community substance use treatment services is available for all ages. Information available from ADIRS includes prevention resources, support groups, and addiction related topics such as fetal alcohol syndrome.

2SLGBTQIA+

Trans Lifeline

Phone: 1-877-330-6366

Trans Lifeline is a trans-led organization that connects trans people to the community, support, and resources they need to survive and thrive

OTHER

211, Service and Resource Directory

Phone: 2-1-1

211 is Canada's primary source of information on government and community based health and social services, confidential, available in 150+

languages. 211 recognizes the diverse needs of Canadians and provides specialized support for a number of key communities including Indigenous Peoples, newcomers and LGBTQ+ people.

Nurse Help Line

Phone: 8-1-1 (7-1-1 for Deaf and Hard of Hearing)
Registered nurses at HealthLink BC can help you with non-emergency health concerns, to discuss symptoms and procedures, and to recommend whether you should see a health care provider in person. Confidential, multilingual.

Help Line for Children

Phone: 310-1234

If you are a child or youth and would like to talk to someone call the Helpline for Children

OTHER SUPPORTS AND RESOURCES

ON CAMPUS

Sexualized Violence Resource Office

The Sexualized Violence Resource Office is the central on-campus contact for making disclosures, accessing supports, and learning more about options and collective rights and responsibilities.

Location: Sedgwick Building, C119

Phone: 250-721-8021

Email: svpcoordinator@uvic.ca

Website: uvic.ca/equity

Anti-Violence Project (AVP)

Provides anti-oppressive and sex-positive services to address and resist all forms of violence, particularly gender-based, including one-on-one support, advocacy and preventative action for people of all genders.

Location: Student Union Building, B027

Phone: 250-472-4388

Email: info@antiviolenceproject.org

Website: antiviolenceproject.org

Counselling Services

Provides free, confidential, individual and group counselling to support personal, career, and learning concerns for UVic degree program students.

Location: University Centre, B270

Phone: (250) 721-8341

Email: counsell@uvic.ca

Website: uvic.ca/counselling

Health Services

Services include appointments with physicians, nurses and other health practitioners; limited urgent care and first aid services, specialist referrals, telephone advice, and a doctor-on-call service for students (after hours, weekends, holidays).

Location: Jack Petersen Health Centre in Residence

Phone: (250) 721-8492

Website: uvic.ca/health

Office of Student Life

Works with students, faculty, and other university community members to help resolve student conduct concerns and strives to implement fair and efficient misconduct resolution processes with an emphasis on informal resolution and educational outcomes, in addition to offering peer based programming like this workshop!

Location: University Centre, B202

Phone: 250-721-8865

Email: conduct@uvic.ca

Website: uvic.ca/studentlife

Office of the Ombudsperson

The Ombudsperson's office is an independent, impartial, and confidential resource for students and other UVic community members to help resolve student problems or disputes fairly.

Location: Student Union Building B205

Phone: 250-721-8357

Email: ombuddy@uvic.ca

Website: uvicombudsperson.ca

University of Victoria Student Society (UVSS)

Works with and on behalf of students to promote their interest and rights. Can refer to a variety of student led supports.

Location: Student Union Building

Email: uvssinfo@uvss.ca

Website: uvss.ca

Native Students' Union (NSU)

The NSU works to empower Indigenous students to benefit from the learning experiences available at UVic. The NSU also provides a forum through which Indigenous students can maintain strong cultural and spiritual ties with other Indigenous students in the post-secondary education system. The NSU offers support and encouragement in the form of regular meetings and social events. If you are interested in

participating, call or stop by the NSU office for more information.

Location: SUB B023

Phone: (250) 472-4394

Email: nsu@uvicsu.ca

Website: uvicsu.ca

Gender Empowerment Centre (GEM)

The Gender Empowerment Centre is a collectively run, drop-in space on campus that provides student resources through an intersectional feminist framework. We provide health resources, peer support, as well as a space to hang out, study, and meet others. Our lounge area is open to women, non-binary and gender fluid people and our library is open to everyone.

Location: SUB B107

Phone: 250-721-8353

E-mail: gemcentre@uvss.ca

Website: www.genderempowermentcentre.ca

Society for Students with a Disability (SSD)

The Society for Students with a Disability (SSD) is a student advocacy group that promotes the full participation and inclusion of students identified with disabilities at the University of Victoria. SSD provides a welcoming, safe, and supportive environment for all students identified with disabilities. SSD advocates for individual accommodation and systemic changes to the University that will make post-secondary education more accessible and socially just. To get involved, call or drop by our office in the SUB.

Location: SUB B111

Phone: (250) 472-5397

Email: uvicssd@uvic.ca, ssdchair@uvic.ca

Website: uvicssd.com

Students of Colour Collective (SOCC)

The UVSS Students of Colour Collective is a group of self-identified Indigenous and/or People of colour operating as an advocacy group out of the University of Victoria, located on Lekwungen

Homelands. We attempt to defy the mainstream and act from the margins placing issues of race, gender, and colonization into an anti-racist framework which builds our work, action, and political endeavors. SOCC welcomes and encourages all students who self identified Indigenous and/or People of colour at UVic to become active members.

Location: SUB B020

Phone: 250-472-4697

Email: socc@uvic.ca

Website: socccollective.com

UVic Pride

UVic Pride is an advocacy group for trans, queer and intersex students on campus and the broader community. UVic Pride is a collective that operates within an anti-oppressive framework, honouring intersectionality. We aim to maintain safer spaces on campus founded in mutual respect, welcoming to any and all queer, trans, and intersex people. Anybody can get involved, volunteer, or just hang out! UVic Pride regularly hosts social and advocacy events. We also have a lending library, resource programs (binders, transfeminine shoes, packers, breast forms, safer sex supplies, etc), a communal kitchen space, and a private, gender neutral washroom.

Location: SUB B010

Phone: 250-472-4393

Email: pride@uvic.ca

Website: uvicpride.com

OFF-CAMPUS

Victoria Sexual Assault Centre

Provides services to women and trans survivors of sexual assault and childhood sexual abuse. Services include a 24-hour crisis line, accompaniment to hospital and/or police for recent survivors of sexual assault, and counselling.

Location: #201 - 3060 Cedar Hill Rd.

Phone: 250-383-3232 (24hr line) 250-383-5545 (business)

Email: info@vsac.ca

Website: vsac.ca

Men's Trauma Centre

Provides psychological and practical support to men who suffer from the effects of physical, emotional or sexual trauma, as well as support for clients' significant others. Services include counselling, victim support, community education, and collaboration with other agencies to provide comprehensive case management.

Location: #102 - 1022 Pandora Ave.

Phone: 250-381-6367

Email: info@menstrauma.com

Website: menstrauma.com

Vancouver Island 24 hour Crisis Line

A 24-hour telephone crisis line that provides confidential emotional support and non-judgmental acceptance during times of crisis, information about community resources, and education to promote community wellness and reduce the incidence of suicide.

Phone: 1-888-494-3888

Website: vicrisis.ca

Island Sexual Health Society

Provides confidential sexual health clinic services and sex education programs for all genders, orientations, identities, and ages.

Location: #101 - 3960 Quadra St.

Phone: 250-592-3479

Website: islandsexualhealth.org

Citizen's Counselling Centre

Assists community members in attaining socially and psychologically satisfying lives by providing high quality, accessible volunteer counselling services.

Location: 941 Kings Rd.

Phone: 250-384-9934

Email: info@citizenscounselling.com

Website: www.citizenscounselling.com

ADDITIONAL ACTIVITIES

These additional activities are included for you to continue to practice your bystander skills on your own time.

PERSONAL PLAN OF ACTION



Think of a realistic situation that you are likely to come across:

QUESTIONS:

1. Is this situation potentially unsafe or uncomfortable for you?

2. Think of one or more intervention strategies for each:

DIRECT

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DISTRACT

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DELEGATE

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What will you say? Create a sentence:

ADDITIONAL BYSTANDER SCENARIOS

SCENARIO FIVIE:

It's 1:00 AM. You're on your way home and you walk past the entrance to a busy nightclub and see a young-looking person passed out a few feet away. There doesn't seem to be anyone with them. What do you do?

QUESTIONS:

1. What are the issues at play? *(Circle all that apply)*

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

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DIRECT

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SCENARIO SIX:

There’s a consent awareness event on campus one day and you walk by with a friend. Your friend gestures to the event and says, “I mean, I’m glad they do that kind of thing, but everyone gets drunk and does stuff they regret. I used to get drunk every weekend and go home with someone. We never talked about what we were going to do; we just did it. And that’s just what students do.” What do you say?

QUESTIONS:

1. What are the issues at play? *(Circle all that apply)*

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

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SCENARIO SEVEN:

You're on a bus by yourself and you see two people in the back yelling explicit and threatening comments to someone else sitting a few seats away from you. They don't appear to know each other and the person being yelled at looks visibly uncomfortable. Everyone else on the bus is ignoring what is happening. What do you do?

QUESTIONS:

1. What are the issues at play? *(Circle all that apply)*

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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SCENARIO EIGHT:

You're grabbing a coffee with a classmate or co-worker and they bring up a high-profile sexual assault case that's currently in the media. They make it clear that they believe it's the survivor's fault "for being so promiscuous and dressing in a provocative way." They say they believe the whole thing is just to get media attention, and then ask if you agree. What do you do?

QUESTIONS:

1. What are the issues at play? (*Circle all that apply*)

Alcohol and/or Drugs

Coercion

Physical Safety

Inappropriate Comments

Abuse of Power

Others?

Sexual Assault
(Unwanted Sexual Contact)

Lack of Consent

2. Is this situation potentially unsafe or uncomfortable for you?

3. Think of one or more intervention strategies for each:

DIRECT

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DISTRACT

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