

# four steps from **IN ACTION to INTERVENTION**

*Public harassment or incidents of bias can occur unexpectedly in virtually any location. The unpredictable nature of such harassment can leave us feeling unprepared. If you remember four key points, however, you can effectively respond.*

## 1 KNOW WHAT PUBLIC HARASSMENT LOOKS LIKE

Understanding that harassment is happening – and why it’s happening – is the first step toward effective intervention. Recognize that harassment exists on a spectrum of actions ranging from hurtful comments and gestures to violence.

## 2 BE AWARE OF YOUR IDENTITY BEFORE TAKING ACTION

Look at who you are – or who you are perceived to be – at the intersection of race, sex, religion, color, gender, size, orientation, ability, age and origin. Awareness is important because a harasser may target you for your identity or your identity might impact how the situation plays out in terms of privilege and oppression. In other words, being mindful of identities can be helpful in navigating the situation/intervention

## 3 RECOGNIZE YOUR BLOCKS

Sometimes we’re scared. Other times, we may feel we can’t make a difference – even if we act. We may believe it’s simply not our problem. Whatever reasons stand in your way, the most important thing is to be aware of your blocks before choosing one of “The Five Ds of Bystander Intervention” that works for you.

## 4 CHOOSE ONE OF THE “5 Ds OF BYSTANDER INTERVENTION”

“That’s not cool.”

**DIRECT**

Directly address the incident or harasser by stating that what’s happening is inappropriate or disrespectful. Direct intervention has many risks; exercise it with caution (your safety first).

“Hey, what time is it?”

**DISTRACT**

Use distraction to stop the incident. The goal is to interrupt by engaging the person being targeted and ignoring the harasser.

“Can I get your help over here?”

**DELEGATE**

Ask for help from a third party like a manager in the store, a driver on the bus, or a faculty or staff member on campus.

“Are you OK?”

**DELAY**

If you can’t take action in the moment, you can make a difference by checking on the people targeted. Ask how you can help and share resources for support and reporting.

“I’m recording this.”

**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 document harassment.

- Keep a safe distance. Make your video easy to verify by including signs or landmarks and state the date/time.
- Never livestream the video or post it online without permission. Using a video without consent can make the person targeted feel more powerless.

*Is anyone helping the person being harassed? If not, use one of the four steps above. If someone else is already helping, assess your own safety.*



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