




Bystander workshop

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1



SPELREGELS - BRAVER SPACE

1. Learn from each other
2. Help each other learn
3. Listen to each other and don't interrupt each other
4. Ask questions
5. Be clear and to the point
6. Feel free to share your experiences
7. Value the other person's perspective
8. Some discomfort is allowed
9. We are allowed to disagree. That's okay.

2

PROGRAM



- What is inappropriate behavior?
- Our experiences
- How can I show solidarity if it happens to someone else?

3

Inappropriate behaviour

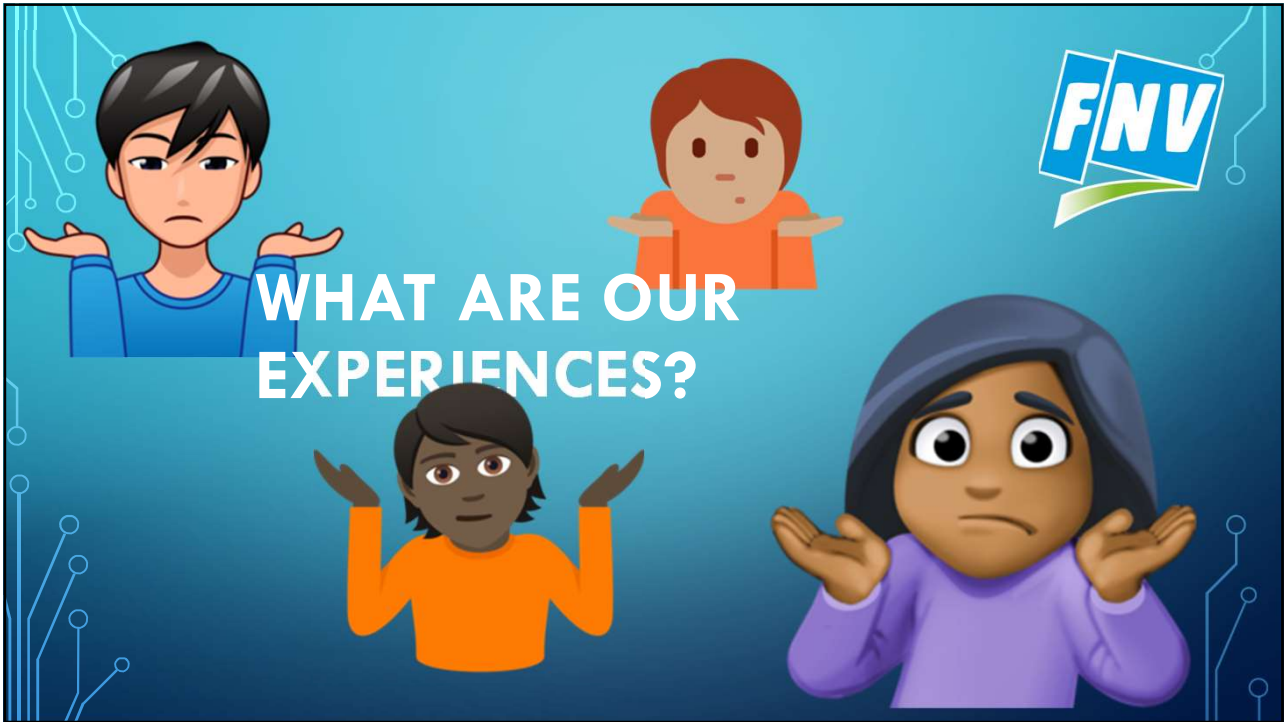


Forms of interaction that are experienced as forced and/or unwanted.

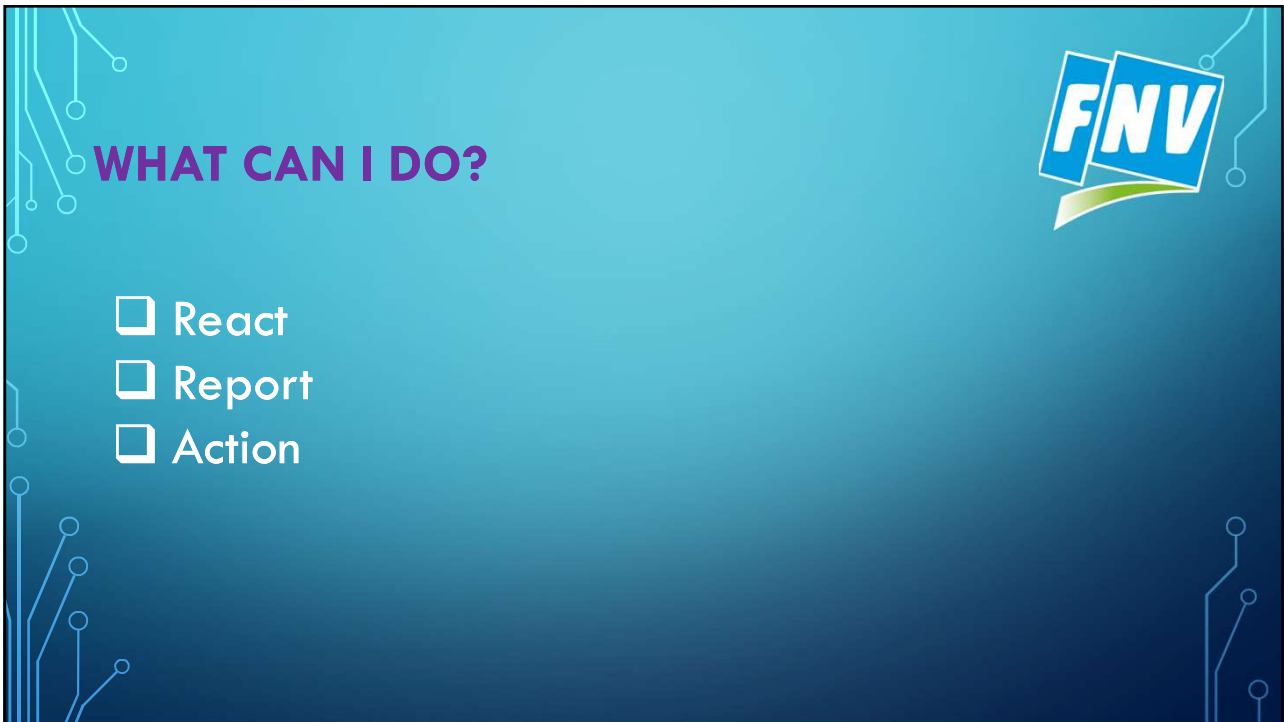
A threatening, hostile, insulting, socially unsafe or hurtful situation.

Examples: discrimination, sexual violence, bullying and “domestic” violence.

4



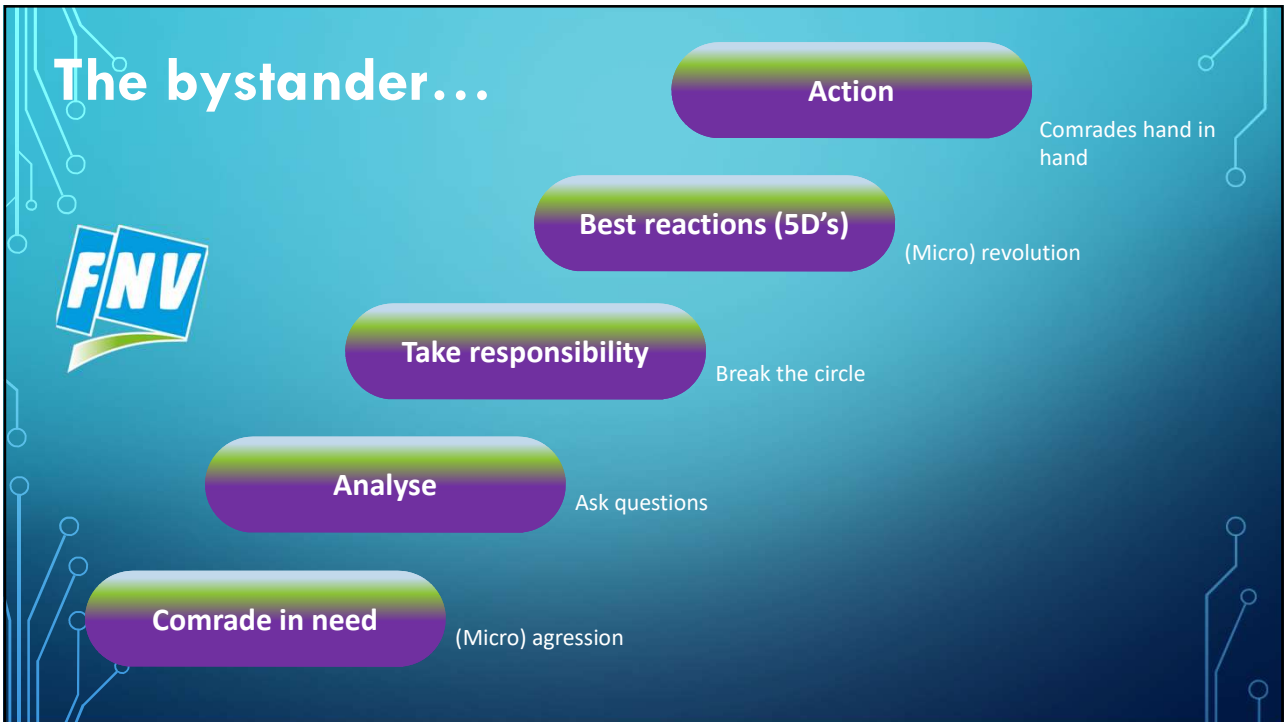
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8

RE-ACTION WITH THE 5 D'S



When we intervene, we not only reduce the chance of personal trauma for the victim (yes, intimidation can cause trauma!)...

...but we also slowly break a culture of intimidation and replace it with a culture of humanity.

© Right to Be

9

RIGHT TO BE'S 5 D'S



1. *Distract* - Afleiden

Distraction is a subtle and creative way to intervene. The power of distraction is that no one has to know that you are actually intervening in the harassment!

The goal is to simply derail the harassment incident by interrupting it.

The keys to good distraction are:

1. Ignore the person doing the harassing and directly engage with the person being harassed.
2. Do not talk about or refer to the harassment that is taking place. Instead, talk about something completely unrelated.



10

RIGHT TO BE'S 5 D'S



2. Delegate - Delegeren

Delegation is when the bystander asks a third party to help intervene in the intimidation. The keys to delegation are:

Find a delegate who is qualified and willing to help. Often the person next to you is a good choice, or someone with a position (tram conductor, teacher).

When you delegate someone to help you, try to tell that person as clearly as possible what you are witnessing and how you want them to help.



11

RIGHT TO BE'S 5 D'S

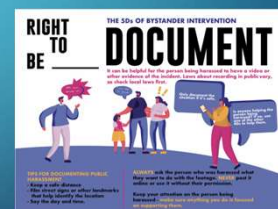


3. Document – Documenteren / vastleggen

It can be very helpful to record an incident of harassment by taking notes or filming.

Assess the situation. Is anyone helping the person being harassed? If not, use another of the 5Ds. Recording someone's experience of harm without ensuring they are already receiving help can only cause more trauma. If someone else is already helping, assess your own safety and if you are safe, start documenting.

ALWAYS ask the person who was harassed what they want to do with your recording and/or notes. NEVER post it online or use it without the permission of the person who was harassed.



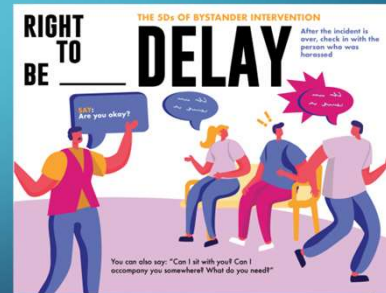
12

RIGHT TO BE'S 5 D'S

4. *Delay* – Uitstellen

Even if we can't do anything at the time, we can still make a difference for someone who has been harassed by checking in with them afterward. Many types of harassment happen casually or very quickly, and it's not always possible to intervene in some way right away.

By talking to the person who was the victim of the incident, we don't have to let the situation go. We can help reduce the potential trauma for that person.



13

RIGHT TO BE'S 5 D'S

5. *Direct* – Direct ingrijpen

1. Are you physically safe?
2. Is the person being harassed physically safe?
3. Does it seem unlikely that the situation will escalate?
4. Can you tell if the person being harassed wants someone to speak up?

All 4? Speak up immediately:

- “That's inappropriate,” “That's homophobic,” “That's disrespectful,” “That's racist,” “That's not okay,” “That's harassment,” etc.
- “Leave her alone.”
- “Please stop now.”
- “She asked you to leave her alone and I'm here to support her.”



14

CHOOSE A "D"

How would you handle this?

The collage includes five cards with the following titles and key advice:

- DOCUMENT:** "A card is provided for the person being harassed to have a witness in a public setting." Advice: "AGREE with the person who has been harassed what to do next. Document the incident in writing. Keep your notes in a safe place. Keep your notes in a safe place. Keep your notes in a safe place." Key phrase: "I'll document this for you." Key phrase: "I'll document this for you." Key phrase: "I'll document this for you."
- DELEGATE:** "Find someone in your organization who is a 'go-to' person. Right person, right time, right place. Only do this if you are sure you can help. Only do this if you are sure you can help. Only do this if you are sure you can help." Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?"
- DIRECT:** "Assess your own safety first. Only do this if you are sure you can help. Only do this if you are sure you can help. Only do this if you are sure you can help." Key phrase: "I'll help you with this." Key phrase: "I'll help you with this." Key phrase: "I'll help you with this."
- DISTRACT:** "Start a conversation with the person being harassed to help them. Start a conversation with the person being harassed to help them. Start a conversation with the person being harassed to help them." Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?"
- DELAY:** "You can also say: 'Can I sit with you? Can I accompany you somewhere? What do you need?' You can also say: 'Can I sit with you? Can I accompany you somewhere? What do you need?' You can also say: 'Can I sit with you? Can I accompany you somewhere? What do you need?'"

15

FEEDBACK AND ROUNDING OFF

What do you take away from this workshop?

The collage includes four cards with the following titles and key advice:

- DELEGATE:** "Find someone in your organization who is a 'go-to' person. Right person, right time, right place. Only do this if you are sure you can help. Only do this if you are sure you can help. Only do this if you are sure you can help." Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?" Key phrase: "Can you help me with this?"
- DIRECT:** "Assess your own safety first. Only do this if you are sure you can help. Only do this if you are sure you can help. Only do this if you are sure you can help." Key phrase: "I'll help you with this." Key phrase: "I'll help you with this." Key phrase: "I'll help you with this."
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16



1. 5D's - Righttobe
2. Oefening lichaamshouding – Grenswijs
3. Oefening grenzen aangeven – Grenswijs
4. Gratis uitstekende
omstanderstraining in heel Nederland
socialsafety.work/omstanderstraining/