



**Bystander Intervention Video
Facilitator's Guide**



Bystander Intervention

This guide is available for download at the
Defense Equal Opportunity Management Institute (DEOMI)
website at www.deomi.org.

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Synopsis

It is the Department of Defense's (DoD) goal to eliminate sexual harassment and sexual assault events. It is essential that all DoD members, and those associated with DoD, to be able to recognize at risk situations and be able to assist someone needing assistance or an intervention. At the same time, the safety of both the individual needing assistance and the individual(s) providing the assistance must also be taken into consideration.



Audience: The intended audience for this training is all military, civilian government employees (GS members) and select non-military (including contractors in a deployed environment) who are eligible for care at a military treatment facility (to determine eligibility, see DoD Instruction 64950.2). The target audience is the 18-25 y/o members facilitated at the small group/team level.



Learning Objectives: Upon completion of this training, all members should be able to:

1. Safely intervene in a sexual harassment situation which could potentially escalate into a sexual assault.
2. Assist an individual in resolving an unwanted situation.



Instructor note: Throughout the training, the facilitator must emphasize that bystanders need to be proactive at the earliest and safest time possible.

The facilitator for this training should be a subject matter expert (SME) on sexual harassment and bystander intervention, and be familiar with the organization's sexual assault program.

Read to audience: Today's conversations may trigger emotional reactions. If you feel uncomfortable or need to leave the room for any reason, such as using the facilities, please quietly exit the room and return as soon as you are able. Our Sexual Assault Response Coordinator (SARC) is: _____ and can be located at: _____. Please feel free to ask questions, or set up a time (based on your schedule) to discuss related topics with them.



Note to the Facilitator: Upon completion of your training, please complete and submit a quick survey to the Defense Equal Opportunity Management Institute (DEOMI) which will be used to improve this training and in creating future products.

This form can be found on the last page of this guide.

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Administrator's Procedures

Background: The actors in the video (in order of appearance) consist of:

- Ayers (Staff Sergeant, USA, Female)
- Logan (Civilian, Female)
- Watford, Elaina (Specialist, USA, Female)
- Maree (Specialist, USA, Female)
- The Commander (Lieutenant Colonel, USA, Male)
- Jackel (Sergeant First Class, USA, Male)
- Brandenburg, Josh (Sergeant First Class, USA, Male)

Instructor Lead-in: The Department of Defense employs several strategies to support the prevention of sexual assault. One strategy is to increase awareness for those who are observers to a situation which poses a risk for a sexual assault to occur. These individuals are referred to as "bystanders." Our goal is to empower and build bystanders' confidence to safely take action and help peers at the right time to prevent an assault from occurring. By doing so, they become "active interveners" who promote an environment that is safe from sexual assault and other harmful incidents. As you view the following video, identify whether your unit's members:

- Would correct individuals who use unprofessional or sexist language (e.g., honey, babe, sweetie).
- Would stop individuals who are using sexual innuendo or are talking about sexual topics.
- Would intervene if an individual was receiving unwelcome/unwanted sexual attention (e.g., repeated requests for dates/relationship, staring at someone's chest, standing too close, rubbing someone's shoulders, etc.).
- Would help others in risky situations that could result in harmful outcomes.



Instructor note: Play the video; once complete, ask the following discussion questions (Q). Possible responses (A) that you may hear are provided after each question. If the audience makes other observations or identifies other areas, explore them in discussion. Determine and discuss the best strategies to ensure students understand there can be more than one solution to an issue.

Read the following questions

Anticipated Responses

<p>Q: After viewing this video, what are some of the things you observed?</p>	<p>A: Watford was being repeatedly pursued for a date. A: Jackel's persistent behavior was inappropriate. A: Ayers seemed distracted and concerned but did not know what to do. A: Ayers observed the behavior but did not take immediate action. A: The commander expressed that he wanted everyone to look after each other. A: Other members were watching and whispering while the inappropriate behavior was occurring.</p>
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<p>Q: What was the most difficult part of this video for you to watch?</p>	<p>A: Jackel continuously harassed Watford. A: Ayers observed many situations where she could have intervened but did not until later. A: The sounds of, “If you see something, say something” resonated in the background but no action was taken until the end of the video.</p>
<p>Q: What patterns did you observe throughout the video?</p>	<p>A: Repeated sexual harassment behaviors occurred. A: Ongoing inappropriate behaviors were not being addressed/reported. A: The commander’s message replayed in Ayers’ mind.</p>
<p>Q: Name some potential strategies Ayers (the Bystander) could do to stop Jackel (the Offender) from harassing Watford.</p> <p>(this is not an all inclusive list but should stimulate discussion about potential strategies).</p>	<p>A. Inform Jackel on how his actions are perceived and what he is doing is wrong. A. Approach Watford and ask her how she is doing. Ask her how she feels about the situation and if she would like any help in addressing it. A. Inform Watford that you observed what happened and you will support her in informing her supervisor/ commander of the situation. A. Run interference; remove Watford from the situation when Jackel approaches by requesting Watford’s immediate assistance to a project or that you need to talk to her privately. A. Approach and stand beside Jackel when he is talking to Watford; which may make him uncomfortable and stop in the presence of witnesses. A. Distract Jackel when he approaches Watford by asking for his assistance or with a question. A. Make eye contact with Jackel when he is talking to Watford so he knows you are observing him and what he is doing. A. Talk to the male NCO (the male witness to the behavior) and see if he will intervene since he appears to be a Jackel’s confidant. A. Request another member accompany you to confront Jackel. A. Report your observations to your own supervisor and ask for their help. A. Send an anonymous letter to Jackel to let him know what he is doing is wrong and the behavior needs to stop. A. Send a letter to let Watford know what Jackel is doing is wrong and she should report it.</p>
<p>Q: How can confronting the offender be a positive or negative experience?</p>	<p>A: Positive: The offender might not realize what they are doing is wrong and may immediately stop if notified it is. A: Negative: The offender may treat the person who confronted them negatively.</p>

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<p>Q: What are the potential consequences of not addressing this concern as the observer?</p>	<p>A: Sexual harassment behaviors will likely continue. A: Additional members may be sexually harassed as well. A: Unhealthy climate – lack of trust, confidence, teamwork. A: Increased potential for sexual assault.</p>
<p>Q: What behaviors did Jackel demonstrate that were Sexual Harassment?</p>	<p>A: He looked at Watford’s back side in the gym scene. A: He persistently flirted with and pursued Watford (which appeared unwanted and unwelcome). A: He coerced Watford into a potentially sexual situation. A: Jackel (E-7) was senior to Watford (E-4) and Jackel’s behavior/actions towards Watford were inappropriate for a senior – subordinate relationship.</p>
<p>Q: What are the main types of sexual harassment?</p>	<p>A: (<i>Quid-Pro-Quo</i>) “This for That - If you do this for me, I will do this for you.” A: (<i>Hostile Environment</i>) offensive, unwanted, unsolicited comments, or behaviors of a sexual nature (for example, the use of derogatory sex-biased terms, comments about body parts, suggestive pictures, explicit jokes, and unwanted touching).</p>
<p>Q: What could Watford do to stop the behavior from continuing?</p>	<p>A: <i>Direct Approach</i>: Directly telling the offender to stop (she tried this multiple times and it was not effective). A: <i>Indirect Approach</i>: Send a letter stating how she is being harassed/feels, the impact it is having on her, and asking for the behavior to stop. A: <i>Third Party</i>: Request a third party’s assistance to stop/ resolve the situation. A: <i>File a complaint</i>: Filing a complaint (formal or informal) which informs leadership of the situation and assists you in getting the inappropriate behavior stopped. NOTE: These do not have to be performed sequentially.</p>
<p>Q: What are some strategies to prevent inappropriate behaviors such as these from occurring?</p>	<p>A: <u>Educating</u> all members on appropriate and inappropriate behaviors and the key message of this video, “If you see something, say something.” A: <u>Training</u> that is new, sequential (building on related training/concepts), performed in small groups, AND reinforced by leadership. A: Raising the <u>Awareness</u> of the negative effects of sexist behaviors and the impact they have on individuals and the organization.</p>
<p>Q: If you were the commander, of Watford/Jackel, how would you address this situation?</p>	<p>A: Address the situation with Watford (you may hear many options). Immediately address the situation and ensure there is no reprisal towards her after resolving the situation. A: Thank Ayers for bringing the situation to your attention and reassure her you will work to ensure there is no reprisal towards her for reporting the inappropriate behaviors.</p>

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	A: Address the situation with Jackel (you may hear many options) the focus should be for the commander to maintain “good order and discipline” and hold the offender “appropriately accountable” for their actions.
Q: As a commander, what should you watch for after addressing the sexual harassment complaint?	A: Further overt or covert sexual harassment behaviors. A: Reprisal after the situation has been resolved (towards the individual who was sexually harassed, the reporter of the sexual harassment, and the harasser).

Summary



1. Individuals who demonstrate inappropriate behaviors towards others may not know, realize, or understand that they are sexually harassing someone.
2. Individuals who sexually harass others may not stop until they get what they want or are held accountable for their inappropriate behavior.
3. Individuals who are being sexually harassed may not be able to handle a situation on their own and need others such as “an active intervener” or “bystander” to get them the assistance needed to stop the harassment.
4. When individuals are not held appropriately accountable for sexual harassing behaviors, there is an increased potential for a sexual assault.
5. **All individuals** (reporter, harasser, and the person who was harassed) are entitled to be treated fairly after the situation has been resolved.

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Glossary

Equal Opportunity (EO): The right of all persons to participate in, and benefit from, programs and activities for which they are qualified. These programs and activities shall be free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons shall be evaluated on individual merit, fitness, and capability, regardless of race, color, sex, national origin, or religion. (6)

Formal Complaint: Allegation of unlawful discrimination or sexual harassment that is submitted in writing to the authority designated for receipt of such complaints in Service implementing regulations (6).

Informal Complaint: Allegation of unlawful discrimination or sexual harassment, made either orally or in writing, that is not submitted as a formal complaint. (6)

Reprisal: Taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, being perceived as making, or preparing to make a protected communication. (6)

Restricted Reporting: Reporting option that allows sexual assault victims to confidentially disclose the assault to specified individuals (i.e., SARC, SAPR VA, or healthcare personnel), and to receive medical treatment, including emergency care, counseling, and assignment of a SARC and SAPR VA, without triggering an investigation. The victim's report provided to healthcare personnel (including the information acquired from a SAFE Kit), SARCs, or SAPR VAs will NOT be reported to law enforcement or to the command to initiate the official investigative process unless the victim consents or an established EXCEPTION applies. The Restricted Reporting Program applies to Service members and their military dependents 18 years of age and older. Additional persons who may be entitled to Restricted Reporting are NG and Reserve members. DoD civilians and contractors, at this time, are only eligible to file an Unrestricted Report. Only a SARC, SAPR VA, or healthcare personnel may receive a Restricted Report, previously referred to as Confidential Reporting. (1)

Re-victimization: A pattern wherein the victim of abuse or crime has a statistically higher tendency to be victimized again, either shortly thereafter or much later in adulthood in the case of abuse as a child. This latter pattern is particularly notable in cases of sexual abuse. (1)

Sexual Assault: Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. (7)

Sexual Harassment: Involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

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- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive environment. (6)

Unrestricted Reporting: This reporting option triggers an investigation, command notification, and allows a person who has been sexually assaulted to access healthcare treatment and the assignment of a SARC and a SAPR VA. When a sexual assault is reported through Unrestricted Reporting, a SARC shall be notified, respond or direct a SAPR VA to respond, offer the victim healthcare treatment and a SAFE, and inform the victim of available resources. The SARC or SAPR VA will explain the contents of the DD Form 2910 and request that the victim elect a reporting option on the form. If the victim elects the Unrestricted Reporting option, a victim may not change from an Unrestricted to a Restricted Report. If the Unrestricted option is elected, the completed DD Form 2701, which sets out victims' rights and points of contact, shall be distributed to the victim in Unrestricted Reporting cases by DoD law enforcement agents. If a victim elects this reporting option, a victim may not change from an Unrestricted to a Restricted Report. (1)

Victim: Any person who is alleged to have suffered direct physical or emotional harm as the result of a sexual or violent offense (2 (Rule 514))

Victim Advocate: A person who is: (A) designated in writing as a victim advocate in accordance with service regulation; (B) authorized to perform victim advocate duties in accordance with service regulation and is acting in the performance of those duties; or (C) certified as a victim advocate pursuant to federal or state requirements. (2 (Rule 514))

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References

1. DoD Instruction 6495.02 Incorporating Change 2, Sexual Assault Prevention and Response (SAPR) Program Procedures (July, 2015)
2. Manual for Courts-Martial, United States (2016, Edition)
3. **COMMANDER'S 30-DAY CHECKLIST FOR UNRESTRICTED REPORTS OF SEXUAL ASSAULT** www.sapr.mil
4. SAPR www.SAPR.mil
5. RAINN www.rainn.org
6. DoD Directive 1350.2, Military Equal Opportunity (MEO) Program
7. DoD Directive 6495.01, Sexual Assault Prevention and Response (SAPR) Program

Department of Defense:

- DoD Directive 1350.2, "Department of Defense Military Equal Opportunity (MEO) Program," August 18, 1995
- DoD Instruction 6400.06 Domestic Abuse Involving DoD Military and Certain Affiliated Personnel
- DoD Directive 6495.01, SAPR Program
- DoD Instruction 6495.02, SAPR Program Procedures
- MANUAL FOR COURTS-MARTIAL (MCM) UNITED STATES, 2016 Edition

Army:

- AR 600-20 ch7, Army Command Policy, Prevention of Sexual Harassment
- AR 600-20 ch8, Army Command Policy, SAPR Program

Marine Corps:

- MCO 1000.9A, Sexual Harassment
- MCO 1752 -58, SAPR Program

Navy:

- SECNAVINST 5300.26D, DON Policy on Sexual Harassment
- OPNAVINST 1752.1C, SAPR Program

Air Force:

- AFI 90-6001, SAPR Program
- AFI 36-2706, EO Program Military and Civilian

Coast Guard:

- COMDTINST M1754.10E, SAPR Program
- COMDTINST M5350.4C, CG Civil Rights Manual

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TRAINING FEEDBACK FORM

Please email your comments directly to: DEOMI J-9@us.af.mil

Facilitator's Contact Information (Optional)

Title/Rank: _____

Name (Last, First, M): _____

Email Address: _____

Military Branch/Agency: _____ # trained _____

Was the Commander present? Yes/No

Was the Senior Enlisted Advisor present? Yes/No

What aspect of the training was most useful?

- Videos
- Discussion points
- Facilitator's guide
- other, please specify: _____

Please let us know how we can sustain/improve our training products (please specify):

Objectives and Material	Strongly Disagree	Disagree	Agree	Strongly Agree
This product met unit expectations.				
Our Command will be able to apply what was learned.				
The objectives were identified and followed.				
The content was organized and easy to follow.				
The materials were pertinent and useful.				
The facilitator notes enhanced the training session.				
Individual participation and interaction were encouraged.				
The discussions were appropriate and effective in raising member's awareness.				
The event helped identify how offensive, harassing, or stereotyping behaviors can lead to more serious crimes such as sexual assault.				
The training reinforced how to utilize reporting options and available resources.				
The training provided opportunities to observe behaviors to build a culture and climate intolerant of sexual assault.				

Thank you for providing comments.

All feedback will be taken into consideration when creating future DEOMI products.