

**University of Kansas**  
**Leading**  
**Sexual Assault Prevention and**  
**Education Center**  
**the Flock**

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Professional  
**sapec@ku.edu**  
Bystander

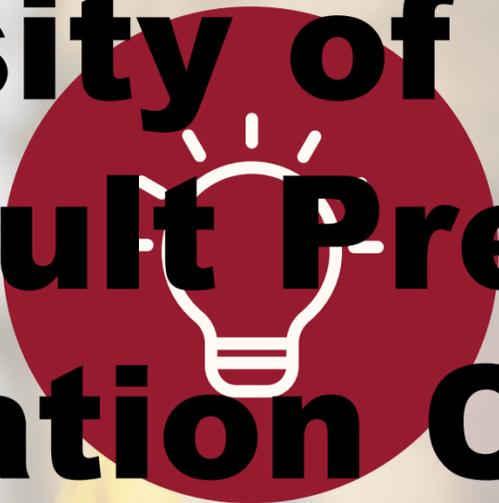
Intervention

# Learning Objectives



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Recognize sexual  
violence as a  
serious campus  
issue

Identify barriers and  
solutions for  
bystander  
intervention

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Apply strategies to  
intervene as an  
institutional  
bystander

# Disclaimers

*Leading the Flock* uses situations and topics that can be difficult for some professional staff affected by sexual violence. If you are unable to participate, please reach out to Ricky Pulley, Jr. to receive the training materials or view independently or schedule an individualized training.

Most incidents of sexual violence affect women as **survivors** and **men as offenders**. However, it is important to note sexual violence is experienced by people of all **gender identities** and **sexual orientation**.

Participants are encouraged to share their experience as **by offenders**. *That said, most participants are mandatory reporters to the University, meaning they have an obligation to report instances of sexual violence to the Office of Civil Rights & Title IX.*

Campus and community resources for survivors will be provided at the end of the workshop.

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# Mandated Sexual Assault Reporter

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#### What is a Mandated Reporter?

Mandated reporters are staff and faculty (including graduate and undergraduate staff) who have a special obligation to share information pertaining to harassment, discrimination, and sexual misconduct with the OCRTIX.

#### Are There Confidential Employees?

Yes. Confidential Employees include: CARE Services, CAPS / Psychological Center Therapists, Maternal Medicine Providers, Pastoral Counselors, Student Legal Services / General Counsel, Ombuds Office, KU News Outlets (JUK, KPTV) \*within role

#### Confidential Situations:

Disclosures to researchers within a very specific scope of the research.

Disclosures within the administration of KU approved campus climate survey.

Disclosures from a KU student while volunteering or outside employment not related to KU.



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*What Is A  
Bystander?*  
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# Bystander

Individuals who witness concerning behaviors, problematic events, or emergencies and by their presence can provide assistance, do nothing, or help facilitate the negative behavior.

In the context of this workshop, the term *active bystander* will be used to refer to an individual who intervenes in a way that impacts the outcome positively.

Being an *active bystander* means assessing how we can best support the person experiencing harm, while also limiting any additional harm from occurring in the process.

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*Step 1:  
Recognize*

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**Personal Incident**  
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1 in 2 Trans Folks  
1 in 4 Cis Women  
1 in 14 Cis Men  
will survive rape or attempted  
rape on the college  
Each flag represents a  
victim survivor.  
Scan to learn more or visit:  
Sexual Assault Prevention & Education Center @KU-SAPEC

SEXUAL VIOLENCE IN OUR COMMUNITY



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**1 in 5 women**

**will experience**

**sexual**

**violence while**

**in college.**

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7% of men will  
experience sexual  
violence while in  
college.



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**7%\* of  
Asian/Pacific  
Islander women  
will experience  
sexual violence in  
their lifetimes.**

\*Likely underreported.  
Source: Extent, Nature, and Consequences of Rape Victimization: Findings From the  
National Violence Against Women Survey from the Department of Justice.

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**14.6 % of  
Hispanic/Latinx  
women will  
experience  
sexual violence in  
their lifetimes.**

Source: The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report.

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**18.8 % of  
Caucasian/White  
women will  
experience sexual  
violence in their  
lifetimes.**

Source: The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report.

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**22% of African-  
American/Black  
women will  
experience  
sexual violence in  
their lifetimes.**

Source: The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report.

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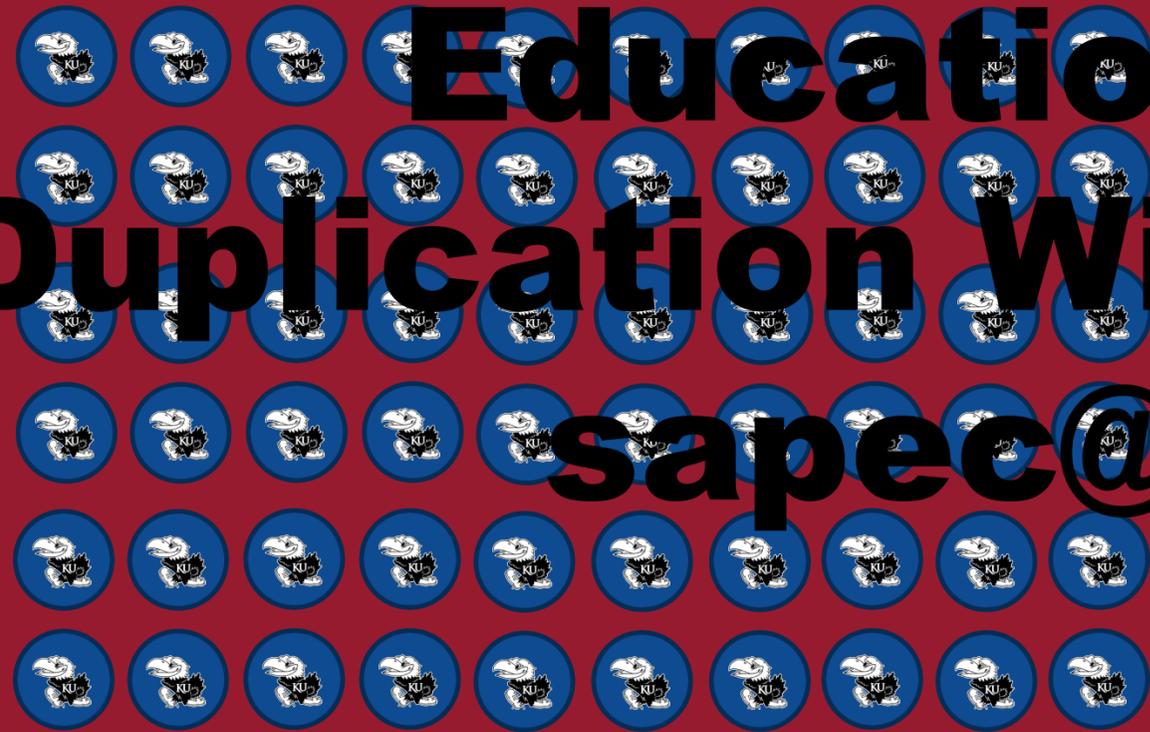
**26.9% of Native American/Alaskan Native women will experience sexual violence in their lifetimes.**

Source: The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report.

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**33.5% of  
biracial/multiracial  
women will  
experience sexual  
violence in their  
lifetimes.**

Source: The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Summary Report.

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**13% of lesbian women will experience sexual violence in their lifetimes.**

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**46% of bisexual women will experience sexual violence in their lifetimes.**

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26% of gay men  
will experience  
rape, physical  
violence, and/or  
stalking by a  
partner in their  
lifetimes.

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**37% of bisexual men will experience rape, physical violence, and/or stalking by a partner in their lifetimes.**

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**50% of trans folks will experience sexual violence in their lifetime.**

Source: Let's Talk about It: A Transgender Survivor's Guide to Accessing Therapy: <http://forge-forward.org/2015/05/07/lets-talk-about-it-a-transgender-survivors-guide-to-accessing-therapy/>

Sexual harassment is conduct on the basis of sex (including sexual orientation, gender identity, and gender expression) that constitutes:

- Quid Pro Quo Sexual Harassment
- Hostile Environment Sexual Harassment
- Sexual Assault
- Domestic Violence

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## Defining Sexual Harassment

The University's Title IX Sexual Harassment Policy extends to **educational programs or activities** of the University of Kansas and extends to any retaliatory actions by an individual or an individual's associates that may arise from participating in the Title IX resolution process.

## Sexual Assault Prevention and

To fall into Title IX, the action must be so **Severe, Pervasive, OR Objectively Offensive** that it would impact access to the University, comparable to proper standing and the action must have occurred within Title IX's jurisdiction.

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The University can also address sexual harassment that falls outside of Title IX jurisdiction through the University Discrimination Complaint Resolution Process.

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# Recognition of Harm

## Attitudes & Beliefs

## Physical Expression

## Verbal Expression

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Sexual Objectification

Invading Personal Space

Sexist Comments

# Sexual Assault Prevention and

Sexual Harassment, Unwanted Touching, Unwanted Requests

Homophobia/Transphobia

Stalking

Verbal Threats

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Strict Gender Roles

Sexual Assault/Rape

Street Harassment

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Flap Mitts

Physical Assault

Sexist/Racist Jokes

Victim Blaming

Victim Blaming

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\*Microaggressions

Attitudes & Beliefs inform and normalize Verbal and Physical Expressions

# Naming Rape Culture

Rape culture includes jokes, TV, music, advertising, legal jargon, laws, words and imagery, that make

gender-based violence, which disproportionately affects women, non-binary, and trans folks and sexual coercion seem so normal that people believe that rape is

inevitable. Rather than viewing the culture of rape as a problem to change, people in a rape culture think about the persistence of rape as 'just the way things are.'



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Naming Rape Culture

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Staff member agrees to write a recommendation letter for a student but only if the student gets a drink with them.

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# Naming Rape Culture

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Naming Rape Culture

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**Forwarding a self defense program flyer to your class**

**Education Center**

**but only to the women!!!**

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*Step 2: Identify  
Barriers*

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**What Prevents People from Intervening?**  
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Personal Barriers

KU Barriers

Societal Barriers

University of Kansas

Lack of Confidence

Departmental Culture

Diffusion of Responsibility

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Lack of Knowledge

Departmental Support

Recognition and Attribution

Lack of Seniority

Threat of Retaliation

Pluralistic Ignorance

Personal Safety

Academic Hazards

Systems of Oppression

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Fear of Getting in Trouble

Not My Job

It's a "Private Matter"

Above My Paygrade

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Generational Norms

## Systems of Oppression

Systems of oppression can include racism, sexism, heterosexism, cisgenderism, ageism, ableism, xenophobia, and many other forms.

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In the same way that these forms of oppression can compound the effects of sexual

victimization, they can also compound the barriers to being an active bystander.

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*Step 3: Intervene*  
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4 D's

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Direct

Delegate

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Distract

Document

## Direct

Talk to directly, in the moment, to prevent a problem situation from happening.

This can include:

- During recording a telling a post-station for a victim and everyone else
  - Integrity, Respect, Innovation, Stewardship, Excellence
- Name the harmful behavior when witnessed

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- Check in with potential victim when harmful behavior is witnessed
  - “Hey I saw \_\_\_ behavior. **sapec@ku.edu**”
- Supervisor creates healthier situations by reporting the harmful actions, changing staffing patterns, changing work locations, etc.

## Distract

Interrupting the situation without directly confronting the offender by creating a distraction.

This can include:

- Request fake assistance that removes the potential victim

- “Can you come help me with something?”

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- Drop a water bottle, knock over pens, call them on their cell phone

- Suggest an alternate location for work activity
  - Meeting locations and settings

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## Delegate

Asking for help from another individual or individuals and developing a plan where some or all play a role in intervening.

This can include:

- Find a coworker to intervene together
- Report to someone in a position of authority (such as Title IX or HR) who is authorized to address issues

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## Document +

Make note of specifics of an incident

This can include:

- Screenshots
- Emails
- Text Messages/Text Messages
- Quotes
- Repeated Behavior

Items to remember:

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Document & Report (DR) includes documentation of the crime  
Bystander intervention reflects our values

- Inform the potential victim that you are a mandated reporter and will be making a report because you are concerned for their wellbeing
- Keep your attention on the person experiencing harm and make sure the documentation is focused on supporting them

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Bystander Intervention Practice

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You witness the Departmental Chair walk up behind a Graduate Student and initiate one of their "famous" massages.





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Bystander Intervention Practice

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Coworker shares that a KU Faculty/Staff  
agreed to be their mentor, but is only  
available to meet for drinks after work.





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Bystander Intervention Practice

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4 D's In Practice

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Direct

Delegate

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Distract

Document



## KU Resources

### Confidential

Care Services -Students Only  
785-864-9255 • [care@ku.edu](mailto:care@ku.edu)

Counseling and Psychological Services (CAPS) - Students Only  
785-864-2277 • [caps.ku.edu](mailto:caps.ku.edu)

Ombuds Office  
785-864-7261 • [ombuds@ku.edu](mailto:ombuds@ku.edu)

The Sexual Trauma & Abuse Care Center  
785-864-8985 (147) • [sa-care-center.org](http://sa-care-center.org)

### Reporting

Office of Civil Rights & Title IX  
785-864-6414 • [civilrights.ku.edu](http://civilrights.ku.edu)

### KU Report It

785-864-3710 • [reportit.ku.edu](http://reportit.ku.edu)

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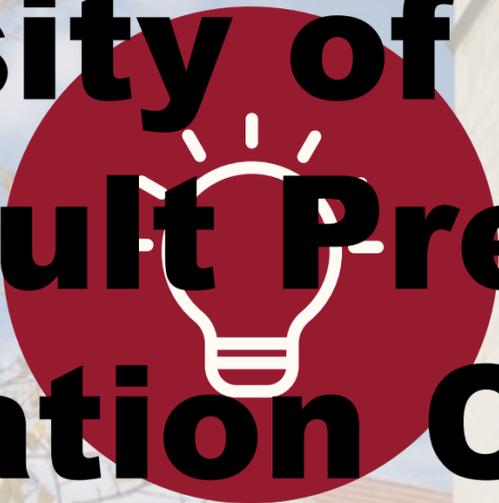
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Next Steps



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Attend

Volunteer for

Following up with

Beyond  
Compliance

Jayhawks Give a  
Flock

**Ricky Pulley Jr.**  
rpulleyjr@ku.edu

Advanced  
Mandated Reporter  
Training

August 18th & 24th,  
2024

for more  
professional  
development  
opportunities

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