

Gender-based Discrimination:

Recognizing and Reporting Sexual Harassment and Other Forms of Sexual Misconduct

Overview

- Penn State is subject to several laws regarding sexual and gender-based harassment, discrimination, and misconduct, such as:
 - Title IX
 - Clery Act
 - Violence Against Women Act
- Penn State has its own anti-discrimination policy, AD85
- You are a *responsible employee* for purposes of reporting sexual harassment and other forms of sexual misconduct. This training will help you to understand your duties in this role

Overview

- Examples of gender-based discrimination and misconduct include:
 - Sexual harassment
 - Sexual assault and rape (including acquaintance rape)
 - Sexual exploitation
 - Stalking
 - Dating violence
 - Domestic violence
 - Retaliation

Overview

- In this training, we will help you to:
 - Understand Penn State’s commitment to fostering an environment free from harassment and discrimination
 - Gain basic knowledge regarding each of these laws and related Penn State policy
 - Identify the types of violations covered
 - Understand your obligations as a Penn State employee for reporting
 - Understand how to access the remedies and services available to victims
- This is a difficult subject that touches people’s lives in many ways. If at any time you experience any of the types of misconduct described in this training or need support because you are helping others who have experienced this type of misconduct, we encourage you to seek help from any of the resources mentioned in this training
- You will note a common theme throughout this training regarding the importance of conversation around these issues. Direct and meaningful communication can help us to avoid misunderstandings surrounding these sometimes uncomfortable topics, as well as help us to be assertive about what we are and are not comfortable about in our environment. We encourage dialogue about these issues, and following this training, we want you to understand how to make a report when necessary

Laws

- Title IX
 - Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is a federal civil rights law that prohibits discrimination on the basis of sex in any federally funded education program or activity
 - Includes sexual harassment, other types of sexual misconduct, and gender-based discrimination

Laws

- Clery Act

- The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics act is a federal statute (20 U.S.C. § 1092(f)) that requires all colleges and universities that participate in federal financial aid programs to keep and disclose certain timely and annual information about campus crime and security policies
- Penn State has a separate training specifically for Campus Security Authorities (CSAs), who have additional responsibilities under the Clery Act

Laws

- **Violence Against Women Reauthorization Act (VAWA)**
 - This federal law imposes new obligations on colleges and universities under its Campus Sexual Violence Elimination Act (SaVE Act) provision, which expands the information colleges must incorporate into their annual crime reports to include acts of domestic violence, dating violence, and stalking

Penn State Policy AD85

- Policy AD85 – Discrimination, Harassment, Sexual Harassment, and Related Inappropriate Conduct
 - The University is committed to equal access to programs, facilities, admission and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University’s educational mission, **and will not be tolerated.**

Discrimination

- Penn State Policy AD85:
 - Discrimination is conduct of any nature that **denies an individual the opportunity** to participate in or benefit from a University program or activity, or **otherwise adversely affects** a term or condition of an individual's employment, education, or living environment
- Individuals may experience discrimination due to:
 - Age
 - Race
 - Color
 - National origin
 - Religion
 - Creed
 - Service in the uniformed services
 - Veteran status
 - Sex
 - Sexual orientation
 - Marital or family status
 - Pregnancy or pregnancy-related conditions
 - Physical or mental disability
 - Perceived gender or gender identity
 - Genetic information
 - Political ideas

Harassment

- Under Policy AD85, harassment means behavior consisting of physical or verbal conduct that **substantially interferes** with an individual's employment, education or access to University programs, activities or opportunities. Any type of harassment is prohibited at the University. Pennsylvania law also prohibits harassment.
- Some examples of harassment may include:
 - Verbal or physical attacks
 - Graphic or written statements
 - Threats
 - Slurs
- To determine whether an incident should be considered harassment, one must take into account:
 - The nature of the conduct in question
 - The frequency and duration of occurrence
 - The location and context of the occurrence
 - The status of the individuals involved
 - Whether the conduct detrimentally affects the individual in question
 - Whether the conduct would detrimentally affect a reasonable person under the same circumstances

Sexual Harassment

- In Policy AD85, sexual harassment is defined as:
 - Unwelcome sexual advances
 - Requests for sexual favors
 - Other verbal or physical conduct of a sexual nature
- The most important thing to remember is that this conduct is **unwanted, inappropriate, or unconsented to**
- Any type of Sexual Harassment is prohibited at the University, and it is also prohibited by Pennsylvania law
- Sexual harassment when committed by a student can lead to discipline under the Student Code of Conduct
- Sexual Harassment committed by an employee or third party can lead to discipline or corrective action when:
 - Submission to such conduct is made implicitly or explicitly a condition for employment, promotion, grades, academic status, or participation in the University's activities; or
 - Submission to or rejection of such conduct is used as the basis for employment or academic or other decisions affecting an individual; or
 - Such conduct is sufficiently severe or pervasive so as to substantially interfere with the harassed individual's employment, education or access to University programs, activities and opportunities, or creates a hostile or offensive environment for that individual or others

Communication

- It is important to remember that what one person deems acceptable behavior can make another person uncomfortable
- Penn State is a diverse community, requiring a sensitivity to and respect for other cultures
 - For instance, an older gentleman who is generous with hugs may make some co-workers uncomfortable
 - Or a Muslim woman may be uncomfortable with shaking a male supervisor's hand
- Although it is not required of you, it is ok to speak up when someone in your work environment is making you uncomfortable
 - "I'm sorry, Martin. I'm just not a hugger."
 - "I'm sorry, Mr. Evans, I don't shake. It is against my beliefs."
- Avoid these uncomfortable situations by asking permission
 - "You look upset today. Would you like a hug?"
 - "May I shake your hand?"
- If someone tells you that you are making them uncomfortable, the **only** acceptable response is to apologize
 - "I'm sorry, Carl. I didn't realize that made you uncomfortable. I'll remember not to do it again."
 - "I'm sorry, that was insensitive of me. I'm glad that you brought it to my attention."

Sexual Harassment

- Sexual harassment by a third party can occur on campus or at a University sponsored event away from campus by an individual not employed by the University, such as:
 - Contractors
 - Vendors
 - Clients
 - Customers
 - Field supervisors/agents (internship, study abroad, clinical placements, etc.)
- Examples:
 - Student harassed by non-student off campus during a University-sponsored event
 - Employee harassed by an outside delivery person bringing in packages

Types of Sexual Harassment

- **Quid Pro Quo Sexual Harassment – “This for That”**
 - Examples:
 - Offering a better grade or promotion in exchange for sexual favors
- **Hostile Environment Sexual Harassment**
 - In order to give rise to a sexual harassment hostile environment complaint, the harassment must be sufficiently severe, persistent, or pervasive that it adversely affects an employee or student’s work, education, or creates a hostile or abusive environment. For a one-time incident to rise to the level of harassment, it must be severe
 - Examples:
 - Sexual innuendos, jokes, stories, or comments
 - Pornographic material, posters, and calendars that degrade women or men
 - Use of sexual or vulgar language in conversation
 - Staring or making suggestive or obscene sexual gestures with hands, face, or body movements
 - Unwanted letters, gifts, or materials of a sexual nature
 - Telling lies or spreading rumors about a person’s sex life
 - Unwelcome patting, hugging, or touching of a person’s body, hair, or clothing
 - Asking about a person’s sexual activities, fantasies, or sexual preferences
 - Repeatedly asking out a person who shows no interest
 - Turning conversations into sexual or personal topics
 - Sexual misconduct

Important Points: Sexual Harassment

- Harassment can occur regardless of biological sex or gender
- The harasser can be the victim's supervisor, an agent of the employer/university, the supervisor in another area, a co-worker, a student, or a non-employee
- The victim does not have to be the person harassed, but could be anyone affected by the offensive conduct
- Although the person being harassed may feel comfortable telling the offender that the behavior is unwelcome, doing so is not necessary for a finding of sexual harassment
- There are situations where the victim is not comfortable or able to confront the offender directly. They have the right to speak to someone else instead (supervisor, unit head, HR Rep, AAO personnel, SHRP, etc.)
- Dealing with people from a range of different cultures can sometimes result in instances of unintentional sexual harassment. Remember that what may be considered offensive within one culture may not be viewed as offensive within another. In these circumstances, clarification of cultural norms and practices early on may help to prevent later claims of sexual harassment

Consensual Relationships

- Romantic and/or sexual relationships between faculty and students, staff and students, or supervisors and subordinate employees are strongly discouraged
- Why?
 - Such relationships have the potential for adverse consequences, including the filing of charges of sexual harassment
 - Given the fundamentally asymmetric nature of the relationship where one party has the power to give grades, thesis advice, evaluations, recommendations, promotions, salary increases or performance evaluations, the consensual nature of the relationship is inherently suspect
 - Even when both parties have consented to the relationship, there may be perceptions of conflicts of interest or unfair treatment of others. Such perceptions undermine the atmosphere of trust essential to the educational process or the employment relationship
- What should I do if I am in this type of relationship?
 - The person in the position of supervision or academic responsibility must promptly report the relationship to his or her immediate supervisor
 - The immediate supervisor must then eliminate or mitigate the conflict of interest to the fullest feasible extent
 - The supervisor must ensure and document that fair and objective processes are in place for decisions relative to grading, thesis advice, evaluations, recommendations, promotions, salary increases, or performance evaluations

Sexual Misconduct

- Sexual Misconduct is a form of sexual harassment and refers to sexual offenses including but not limited to rape, sexual assault, sexual battery, sexual exploitation, sexual coercion and any other forms of nonconsensual sexual activity. Sexual misconduct can be committed by a third party, strangers, acquaintances and family members, as well as casual and long-term dating partners
- Example:
 - You work in a research lab on campus. One of the graduate research assistants that work in the lab, Mike, asks to speak with you. Mike tells you that he is not comfortable working with one of the other research assistants, Ryan. After you ask why not, Mike says that Ryan has touched him inappropriately numerous times. Mike asks you to not tell anyone, he just wants his project or workstation changed so he no longer has to work with Ryan.
 - What should you do?

Consent

- Consent is a necessary component of any sexual interaction. The absence of consent is sexual misconduct
 - Consent must be **informed, freely given, and mutual**. Silence does not necessarily constitute consent
 - There is **no consent** if:
 - Coercion, intimidation, threats, or physical force are used
 - A person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation
 - This includes impairment or incapacitation due to alcohol or drug consumption, or being asleep or unconscious
 - Inducement of incapacitation of another with the intent to affect the ability of an individual to consent or refuse to consent to sexual contact almost always, if not always, negates consent

Rape

- According to Pennsylvania law, rape, which is a first-degree felony, is sexual intercourse obtained:
 - Through use or threat of physical, intellectual, moral, emotional, or psychological force, either expressed or implied, and does not require that the victim resists the offender
 - When a person is unconscious or unaware that intercourse is occurring, even though conscious
 - When a mental disability renders a person incapable of consent
 - When a person is less than 13 years of age, even though consent is given
 - When the offender gets the victim drunk or high for the purpose of preventing resistance without the knowledge of the victim

Sexual Assault

- Essentially, sexual assault is sexual intercourse without consent
- Rape is always sexual assault. Sexual assault is not always rape
- Penn State's definition of sexual assault is broader than Pennsylvania law's definition
 - Pennsylvania law defines sexual assault as sexual intercourse or deviate sexual intercourse without the complainant's consent
 - "Sexual intercourse" is, in addition to its ordinary meaning, includes oral, vaginal, or anal intercourse, with some penetration however slight; emission is not required
 - "Deviate sexual intercourse" is oral, vaginal, or anal intercourse between human beings and any form of sexual intercourse with an animal. The term also includes penetration, however slight, of the genitals or anus of another person with a foreign object for any purpose other than good faith medical, hygienic or law enforcement procedures
 - In Penn State's definition, sexual assault includes, but is not limited to, attempted or unwanted sexual activity, such as sexual touching and fondling. This includes the touching of an unwilling person's intimate parts (defined as genitalia, groin, breast or buttock, or clothing covering them), or forcing an unwilling person to touch another's intimate parts
- The offender may be a stranger, but it is more common that they would be an acquaintance of the victim or even an intimate partner

Sexual Assault

- Example:
 - Now lets consider a scenario in which Alex, an academic advisor, is speaking with a student she advises, Sam. Sam is typically a very good student, but she has not been attending her classes regularly and is in danger of failing some of them this semester. During the conversation, Sam becomes visibly upset and explains that she has not been herself lately. Before Alex can say anything, Sam explains that after attending a party a few months ago, she woke up in her friend's bed without any clothes on. Her friend told her that they had sex, but she does not remember anything and feels violated. Since then she is having trouble sleeping and concentrating, and has been very depressed. She has not told anyone about what happened until now.
 - What should you do?

Slide 21

- SD8** Gabe - which PA crimes do we need to list under Clery as sexual assault?
Shivery, Denise, 5/20/2015
- SD9** Find out how we report for clery, then use this as our list:
Shivery, Denise, 5/20/2015
- SD10** In PA, the definition of sexual assault includes these offenses: 1. 2. 3.
Shivery, Denise, 5/20/2015

Sexual Exploitation

- Penn State Policy:
 - Sexual exploitation includes, but is not limited to:
 - Prostituting another person
 - Non-consensual visual or audio recording of sexual activity
 - Non-consensual distribution of photos, images or information of an individual's sexual activity or intimate body parts
 - Non-consensual voyeurism
 - Coercing someone against their will to engage in sexual activity
 - Knowingly transmitting sexually transmitted disease (STD) without disclosing STD status
- Examples:
 - You are an administrative assistant. One day, you overhear two of the students who work in your office talking. One of them, Jodie, is angry with her boyfriend. She explains that he shared naked pictures that she sent him with his roommates without asking her. Now she feels awkward going over to his apartment and doesn't know what to do.
 - Blake is a teaching assistant for an English course. While grading papers, Blake reads a paper that is about a student's first year at college. The paper details both the challenges and joys of the student's first year living away from home. One part of the paper is concerning to Blake. In this section, the student writes about "hooking up" with an older student and later finding out that a video of them having sex was posted online. The student had no idea that they were being filmed.

Stalking

- **Penn State Policy:**
 - Stalking is a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her safety or the safety of others, or to suffer emotional distress. Stalking may include repeatedly following, harassing, threatening, or intimidating another by telephone, mail, electronic communication, social media, or any other action, device or method.
- **Pennsylvania Law:**
 - A person commits the crime of stalking when the person either:
 - 1) engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or
 - 2) engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.
- **Example:**
 - Dylan and Sam met at Orientation. The two dated briefly at the beginning of their first year, but things didn't work out and they broke up shortly after. A few months after breaking up, Sam logged on to Facebook to find that Dylan posted a video to her profile page. In the video Dylan is singing a song, and tells Sam that he loves her and wants her back. Sam deletes the video and sends Dylan a text saying that the video is inappropriate and asks him to stop contacting her. Despite this request, Dylan texts, calls, and emails Sam daily. Sam deleted Dylan on all of her social media accounts and blocked his number, but she is still being contacted by anonymous numbers and knows it is Dylan. Fearful and not knowing what to do, Sam goes to her Resident Assistant to ask for advice.

Dating Violence

- **Penn State Policy:**
 - Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be based on the length and type of relationship and the frequency of interaction with the persons involved in the relationship. It is important to recognize that emotional, verbal, and economic abuse are part of the web of dating violence and can exist without the presence of physical abuse.
- **Pennsylvania Law does not specifically define “dating violence”**

Domestic Violence

- **Penn State Policy:**
 - Domestic Violence includes crimes of violence committed against a victim by: (i) a current or former spouse; (ii) a person with whom the victim shares a child; (iii) a person who is or has cohabitated with the victim as a spouse; (iv) a person similarly situated to a spouse of the victim; or (v) any other person against whom the victim is protected under Pennsylvania’s domestic and family violence laws. It is important to recognize that emotional, verbal, and economic abuse are part of the web of domestic violence and can exist without the presence of physical abuse.
- **Pennsylvania Law does not specifically define “domestic violence,” but this is covered under this crime of “family abuse”:**
 - The occurrence of one or more of the following acts between family or household members, sexual or intimate partners or persons who share biological parenthood:
 - 1) Attempting to cause or intentionally, knowingly or recklessly causing bodily injury, serious bodily injury, rape, involuntary deviate sexual intercourse, sexual assault, statutory sexual assault, aggravated indecent assault, indecent assault or incest with or without a deadly weapon.
 - 2) Placing another in reasonable fear of imminent serious bodily injury.
 - 3) The infliction of false imprisonment pursuant to 18 Pa.C.S. § 2903 (relating to false imprisonment).
 - 4) Physically or sexually abusing minor children, including such terms as defined in Chapter 63 (relating to child protective services).
 - 5) Knowingly engaging in a course of conduct or repeatedly committing acts toward another person, including following the person, without proper authority, under circumstances which place the person in reasonable fear of bodily injury. The definition of this paragraph applies only to proceedings commenced under this title and is inapplicable to any criminal prosecutions commenced under Title 18 (relating to crimes and offenses).
- **Example:**
 - You are the director of an office on campus and receive an email from a staff member that you supervise, Dana. In the email Dana expresses concern for another staff member in the office, Chris. Chris often comes to work with bruises. When others ask about the bruises, Chris blames them on falling down or other accidents. Dana has also witnessed Chris receive harassing phone calls from his partner while at work. Though Chris does not typically talk about his relationship, the other day Chris told Dana that his partner has a temper and he seemed fearful.

Signs of Abuse

- **Unexplained bruises or other injuries**
 - Clothing inappropriate for the weather may be used to hide injuries (e.g. long sleeves in hot weather)
 - Excessive makeup used to hide injuries
 - Elaborate explanations for injuries
- **Withdrawal and isolation**
- **Marked changes in work or academic performance or interpersonal interactions**

Reporting and Retaliation

- Title IX prohibits retaliation for reporting discrimination or participating in an investigation
- You are also protected from retaliation under Policies AD 85 and AD 67
- Under the law and these policies, anyone who does retaliate is subject to discipline
- The University encourages those involved to report any instances of retaliation immediately

Your Role as a Responsible Employee

- If you become aware of a Title IX incident, or one is reported to you, please provide the same level of support you always would
 - “Are you OK?”
 - “Do you need help?”
 - “I’m sorry this happened to you.”
- If there is a risk of immediate danger, contact University Police or 911 immediately
- Inform the person that you do need to let the Title IX Coordinator for the University know and if they prefer for the matter to remain confidential, you can help them find a confidential employee to talk to
- If the individual is a victim of sexual assault, encourage her/him to preserve all physical evidence and seek medical attention as soon as possible
- Make a report to the Title IX Coordinator or Deputy

Sample Script

I appreciate your willingness to talk with me about this. However, it is important that you understand that I cannot promise to keep what you share confidential. I would like to hear what you have to say and to be able to both support you and to connect you with appropriate resources if you would like, but because of my role at the University, I cannot promise confidentiality.

If you are comfortable speaking with me, I am here to listen. If not, please let me help you connect with one of the University's confidential resources. There are also off-campus resources available.

Additionally, if you would like to file a formal complaint with the University, I will help you connect with the Title IX Coordinator or the Office of Student Conduct so that they can begin investigating this matter.

Above all, please know that the University takes this matter seriously and wants to help.

How to Report

- Report online via the Sexual Harassment and Assault Reporting and Education (SHARE) website (www.psu.edu/share)
- Report Title IX, discrimination, or sexual harassment issues to:
 - Dr. Kenneth Lehrman, III, Vice Provost for Affirmative Action
328 Boucke Building, University Park, PA 16802
Phone: 814-863-0471
Email: kfl2@psu.edu
<http://www.affirmativeaction.psu.edu>
- Title IX Deputy Coordinators:
 - Danny Shaha, Senior Director, Office of Student Conduct
120 Boucke Building, University Park, PA 16802
Phone: 814-863-0342
Email: jds49@psu.edu
 - Kim Lantz Yoder, Equity Officer, Office for Diversity
C1747N, PS College of Medicine
500 University Drive, Hershey, PA 17033
Phone: 717-531-0003
Email: kyoder1@psu.edu
- To file a complaint outside of the University, contact:
 - Office for Civil Rights, Philadelphia Office
Wannamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323
Phone: 215-656-8541
Email: OCR.Philadelphia@ed.gov

Common Questions

- If I hear about an incident that might be a violation of Title IX or AD85, do I have to investigate it further?
 - You are NOT required to investigate further to determine whether the allegation is true, or if it really is a violation of the law or University policy. Your only obligation is to report the incident to the Title IX Coordinator or Deputy Coordinator.
- What if I don't know whether what I've heard constitutes a violation?
 - If you are unsure if what you have heard may be a violation of Title IX or AD85, ask a Title IX Coordinator or Deputy Coordinator

Confidential vs. Responsible Employees

- **You are a *responsible employee***
- **A *responsible employee* is any University employee who is not a *confidential employee*. A *responsible employee* is any University employee who has the authority to take action to redress sexual violence, who has been given the duty to report to appropriate school officials about incidents of sexual violence or any other misconduct by students, or who a student could reasonably believe has this authority or responsibility**
- It is possible for a single employee to be both *confidential* and *responsible* in different roles. For example, a Pastor (*confidential*) who is also a student group advisor (*responsible*)
 - This individual would be required to report any alleged misconduct that she learns about while conducting her role as a student group advisor, but could maintain complete confidentiality on any issues that she learns about while acting in her role as Pastor

*Penn State Policy doesn't require victims to disclose. However, if you experience any of the types of misconduct mentioned in this training, we want to support you and encourage you to report it.

Confidential vs. Responsible Employees

- Certain employees are not required to report alleged violations of Title IX in a way that identifies complainants without their consent. These individuals are known as *confidential employees* and include:
 - Professional and pastoral counselors
 - Includes mental health counselors, social workers, psychologists, doctors, health center employees, pastors, priests, or any other person with a professional license requiring confidentiality, or who is supervised by such a person
 - These individuals can maintain complete confidentiality are not required to report any information under Title IX or the Clery Act
 - Non-professional counselors or advocates
 - Individuals who are not professional or pastoral counselors, but work or volunteer in on-campus sexual assault centers, victim advocacy offices, women’s centers, or health centers, including front desk staff and students
 - These individuals should report aggregate data, but are not required to report, without the complainant’s consent, incidents in a way that identifies the student
- Note that while these *confidential employees* may maintain a victim’s confidentiality with the University, they may have reporting or other obligations under state law. For example, Pennsylvania law requires mandatory reporting to law enforcement in case of minors and certain crimes
- If you are considered a *confidential employee*, you will have been notified by the University

Responsible Employees and Confidentiality

- The complaint process will be kept as confidential as possible; however, complete confidentiality cannot be promised in order to fully investigate the allegations
- There are several units at University Park that **can** provide complete confidentiality. These are locations to direct people to if they would like to speak to someone confidentially
 - Counseling and Psychological Services – 814-863-0395
 - University Health Services (Medical Staff) – 814-863-4463
 - Center for Women Students – 814-863-2027
 - CEDAR Clinic – 814-865-1881
 - Moore Psychological Clinic – 814-865-2191
 - Student Legal Services – 814-867-4388
 - Pasquerilla Spiritual Center – 814-865-6548
- A list of confidential resources available at the Commonwealth Campuses is available at www.psu.edu/share

Be an Active Bystander

- In addition to knowing when to report, it is important to know what you can do to **prevent** discrimination, sexual misconduct, and violence from occurring. The best way that you can do this is to be an Active Bystander
- Active Bystanders: Individuals who **do something** to decrease the likelihood that something bad will occur or get worse
- To help you come up with solutions, think about the “Three Ds”. These are ways a bystander can respond to concerning situations
 - Direct
 - Distract
 - Delegate
- Remember to always put your own safety first

Source: [Green Dot etc.](http://www.livethegreendot.com), a non-profit organization dedicated to violence prevention education (www.livethegreendot.com).

Be an Active Bystander

- Direct: This approach just means that you are directly interacting with the people involved in the situation and addressing that you are concerned
 - “Hey – what are you doing?”
 - “Are you OK?”
 - Give the employee or student a look that shows you don’t like what you see
 - Offer to walk the person home or to his/her car or to call a cab
 - “Is he/she too drunk to give consent?”

Source: [Green Dot etc.](http://www.livethegreendot.com), a non-profit organization dedicated to violence prevention education (www.livethegreendot.com).

Be an Active Bystander

- Distract: This approach's focus is diversion. If you see a situation and can think of a way to divert the attention of the people in the situation, distract is the perfect option. Sometimes all a situation needs to diffuse is a little diversion
 - Spill your drink
 - Ask for directions
 - Just don't leave
 - Bring up an event (“Hey, did you see that game last night?”)
 - Offer an alternate activity

Source: [Green Dot etc.](http://www.livethegreendot.com), a non-profit organization dedicated to violence prevention education (www.livethegreendot.com).

Be an Active Bystander

- Delegate: When you recognize a concerning situation and you may be uncomfortable saying something yourself or you feel like someone else is better suited to handle it (i.e. a supervisor, police, friend), delegate is a solid option. Here you are asking someone else to help in the situation. It also has the additional benefit of making someone else aware of what is going on and that something needs to be done
 - Ask a colleague/friend to check in with a student/other colleague
 - Call 911 or University Police
 - Notify a supervisor, professor, or other authority

Source: [Green Dot etc.](http://www.livethegreendot.com), a non-profit organization dedicated to violence prevention education (www.livethegreendot.com).

Insensitive Responses

- It is easy to be dismissive or minimizing. Be careful of the following statements when responding to an incident of alleged misconduct
 - Its just teasing – no big deal.
 - I know he/she didn't mean anything like that.
 - Just ignore it.
 - He puts his arms around everyone.
 - Why cant you learn to accept a compliment?
 - Its just a joke. Lighten up.
 - Oh well, boys will be boys.

Ask Yourself...

- If you are unsure whether a situation is wrong, ask yourself:
 - Would I want someone to say or do such things to me, my family, or friends?
 - Would I behave the same way if my significant other was standing next to me?
 - Would you want someone to help you if you were in this situation?

Resources and Services for Victims

- Across the Penn State system, there are many support services available to victims of discrimination and sexual misconduct, both on campus and in the community
 - A list of these resources can be found at http://title-ix.psu.edu/Reporting_campuses.html