

***Improving Our Work Climate:
Strategies for Responding to Harassment and Hostile Climates***

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serc.carleton.edu/advancegeo/workshops/index.html

Boston University

07 May 2018

Bystander Intervention Strategies- The 5 Ds

DIRECT- Confront the situation. Be firm, clear, and concise. Say or do something.

DISTRACT – Take an indirect approach to de-escalate the situation. Move attention away.

DELEGATE – Seek help from a third party.

DELAY – Check in with the person being harassed. Offer support.

DOCUMENT – Document the incident.

- How would you feel if this happened to you?
- What could you do? What may be the consequences?
- What would you do if the student shared this with you?
- What could you do if you overheard this
- (as a student; a postdoc; a faculty or staff member)?

SCENARIO 1: STUDENT PRESENTATION

A student arrives early to set up for a project update presentation for the weekly research group meeting. She is wearing professional attire. The second person to arrive is the postdoc on the project, who comments on her appearance and affirms "You are too pretty to waste your life in research."

SCENARIO 2: REMOTE FIELD

Anna is a Native field biologist researching endangered birds at a remote national park. Mark is her guide and her source of food, water, supplies, and has the only phone that is capable of reaching the ranger station. He asks blunt questions about her sex life ("So how often do you and your so-called boyfriend get it on? I wanna know what I'm up against if you know what I mean"). He also refers to Anna as a "sexy Indian princess". He invites her to sleep in the boat with him if she gets cold.

SCENARIO 3: DEPARTMENTAL LOUNGE

The new staff member walks into the departmental lounge and mailroom where a group of male graduate students are sitting around their laptops and overhears them talking about sex and rating the women in the department.

SCENARIO 4: CAREER ADVICE

Luisa's minority student scholarship is about to run out and she's concerned about lining up funding for the last semester of her PhD. She mentions it to her advisor at their meeting and he jokes that she can always work at a strip club to pay the bills.