



STRATEGIES & STEPS FOR INTERVENTION

By choosing to engage, you demonstrate your commitment to the campus community and academia's goal of creating a safe, inclusive learning environment for all.

Cultivating a safe, inclusive environment that encourages mutual respect for all involves adopting a zero-tolerance policy for behaviors and attitudes that are discriminatory.

If you are worried about a certain person or a situation, follow these steps to provide the necessary resources and support.



HOW CAN I HELP?

- 01** Recognize the person or situation as a cause for concern
- 02** Approach the issue from a position of caring
- 03** Inquire after them and voice your concern in a non-judgemental way
- 04** Refer to Title IX coordinator or other campus resources for assistance



ALIGN

OUR COMMUNITY

TOGETHER WE CAN CREATE A SAFER CAMPUS

No matter the department, office or position, campus faculty and staff have an academic obligation to provide a safe, inclusive learning environment for all. If we **ALIGN our community**, we can create a safer campus — one where sexual violence can be realized, identified and prevented.

Teaching, developing and advancing education calls for faculty and staff to protect students from sexual violence and advocate for those who may not be able to effectively or safely speak up for themselves. Together, we can **ALIGN our responsibility** and empower each other to identify and intervene in situations where students or peers are not upholding campus community values of mutual respect.

By identifying and challenging problematic attitudes and behaviors, we can **ALIGN our efforts**, and intervene in situations that normalize the perpetration of sexual violence.

EARLY INDICATORS

As a campus community member, you might witness troubling behaviors or attitudes. Early indicators can suggest a potential problem and signal that intervention may be necessary.

Trust your instincts — situations, language, behaviors and attitudes may make you feel concerned but don't necessarily break specific rules. Consider the following signals, some subtle but discernible, as warning signs.

Signs someone is undermining campus values & potentially interfering with the safe, inclusive environment:

- Language, attitudes or behaviors that demonstrate objectification and depersonalization or express hostile beliefs about women and misogynistic ideologies
- Demonstrating a lack of empathy for others by consistently denying different points of view, engaging in victim-blaming, or minimizing the impact of their behaviors or language
- Displaying patterns of microaggressions that send degrading messages to those of different ethnicity, culture, sexual orientation, gender identity, ability, etc.
- Using or issuing threats, intimidation, coercion or ultimatums

Signs someone might be having difficulty & could be supported by campus services:

- Exhibiting troubled or unusual body language, such as distress, distraction, nervousness or anxiousness
- Behavioral changes such as loss of interest, becoming withdrawn, reserved or distant, and other out-of-character behavior

