



Addressing All Gender-Based

BE MORE
THAN A BYSTANDER

Harassment & Violence



BEFORE WE BEGIN

- Welcome and Introductions
- Content Warning
- Support Available
- Set Ground Rules

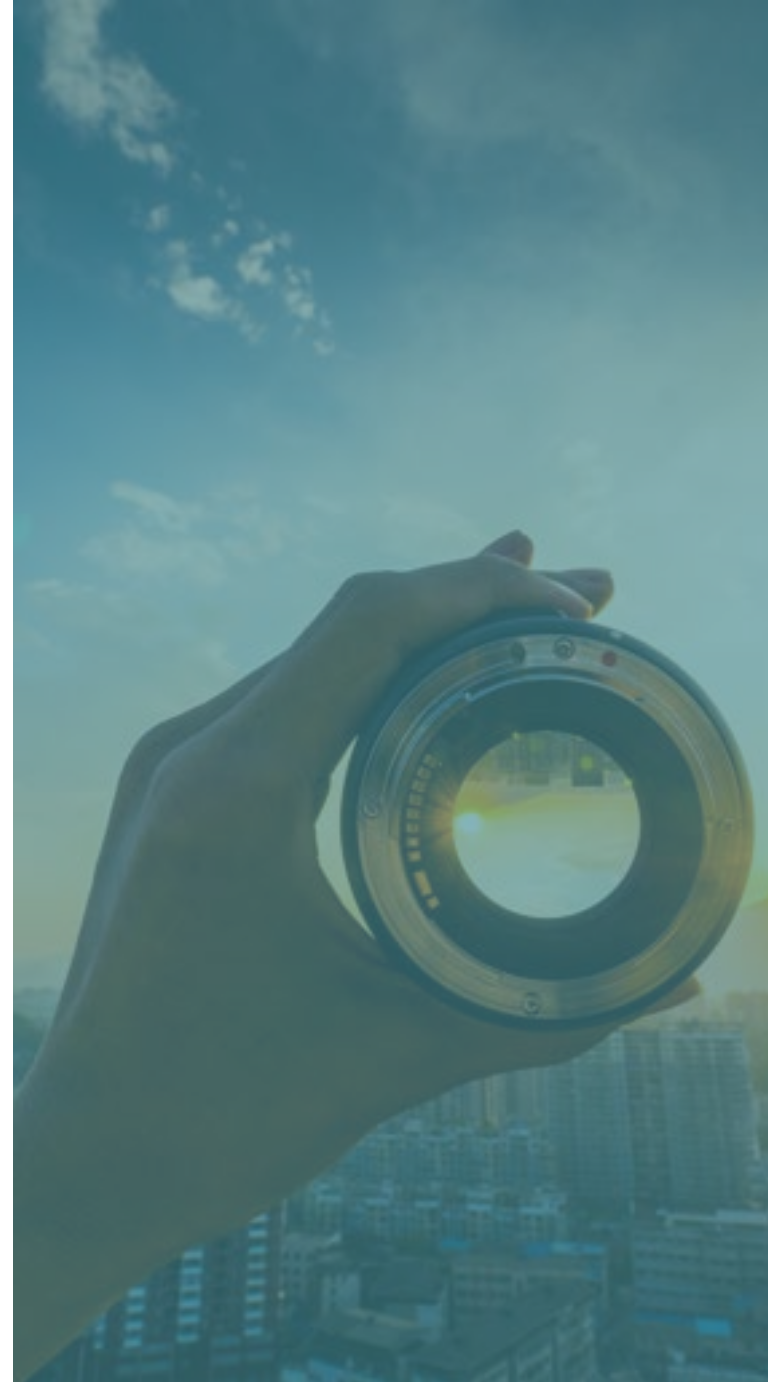
THE GROUP AGREEMENT

- Make sure everyone can contribute
- More talkative people - show a little restraint
- Quieter people - your contributions are very welcome
- Only one person speaks at a time
- Respect each other's opinions even, or especially, if you don't agree
- Participate!
- Respect the confidential nature of conversations. Participants' contributions shouldn't be repeated outside of this meeting.
- Be conscious of time. Help us stick to the schedule or negotiate for more time on something
- Turn off cell phones to minimize disruptions

WHAT'S TOUGH



WHAT WE WILL DISCUSS TODAY



THE CONTEXT

Understanding
genre-based
bullying, harassment
and violence.



THE TOOLS

Learning the
intervention tools to
be more than a
bystander.



THE SKILLS

Scenarios to build
your skills to be
more than a
bystander.

THE CONTEXT



GENDER-BASED VIOLENCE

Violence and abuse based on:

- Gender identity - internal sense of self
- Gender expression- external physical and social expression
- Perceived gender

Women and 2SLGBTQIA+ people are more likely to experience:

- Sexual assault
- Sexual harassment
- Criminal harassment (stalking)
- Domestic violence and homicide
- Gender-related bullying and harassment

GENDER-BASED VIOLENCE IN THE US

1 in 3

1 in 3 women are sexually assaulted in their lifetime

2x more

indigenous people are 2 times more likely to experience rape/sexual assault

5x higher

Women experience 5x higher rates of domestic violence

50%

50% of transgender and non-binary people are sexually assaulted

40% greater

Women with disabilities have a 40% greater risk of domestic violence

3.3-10 million

3.3 - 10 million children are exposed to domestic violence each year

DISCUSSION

What kind of problematic behaviors have you experienced, seen or heard on or off the job site?

WORKPLACE BULLYING AND HARASSMENT IN THE WORKPLACE



23%

Women who said the harasser had influence over their work



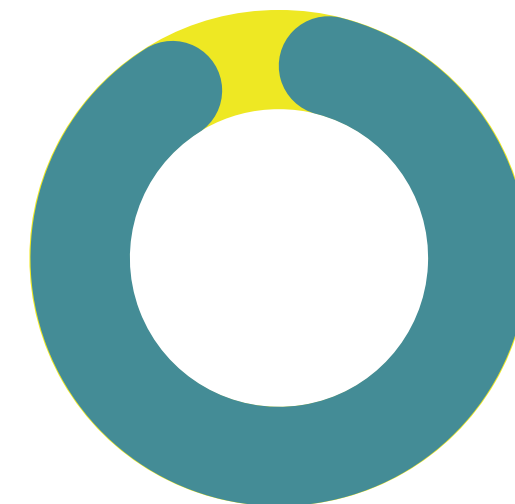
56%

Portion of men who believe workplace harassment goes unpunished



30%

Women who said they were subject to unwanted advances at work



95%

Portion of men who go unpunished, according to women who have reported harassment



54%

Women who reported unwanted sexual advances

BULLYING AND HARASSMENT IN THE TRADES

Identified bullying and harassment as significant challenges.



Women between 28-40 years old who have experienced sexual harassment at some point in their career



DEFINITIONS

WORKPLACE BULLYING & HARASSMENT

When someone takes an action that they knew (or reasonable ought to have known) would cause that worker to be humiliated or intimidated.

Your intention does not determine if it's bullying or harassment.

VERBAL AGGRESSION OR INSULTS

CALLING SOMEONE DEROGATORY NAMES

HARMFUL HAZING OR INTIMIDATION PRACTICES

VANDALIZING PERSONAL BELONGINGS

SPREADING MALICIOUS RUMORS

DEFINITIONS

SEXUAL HARASSMENT & BULLYING

Unwanted sexual communication or attention that is offensive, humiliating or intimidating. As with bullying or harassment, it can be verbal, written or visual.

Below are a few examples:

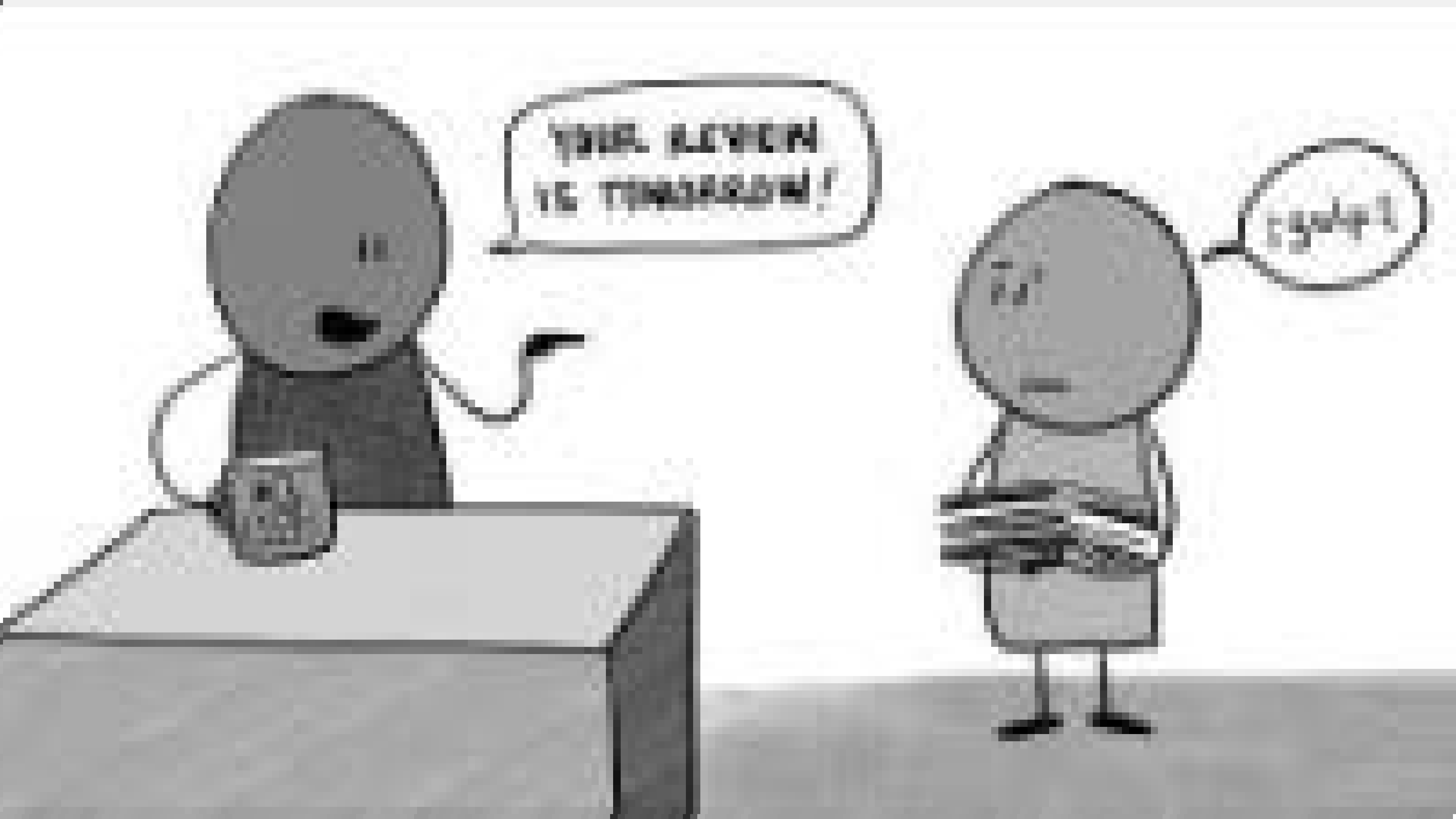
USING SEXUALLY DEROGATORY TERMS

SEXUAL GESTURES, "JOKES", INNUENDO

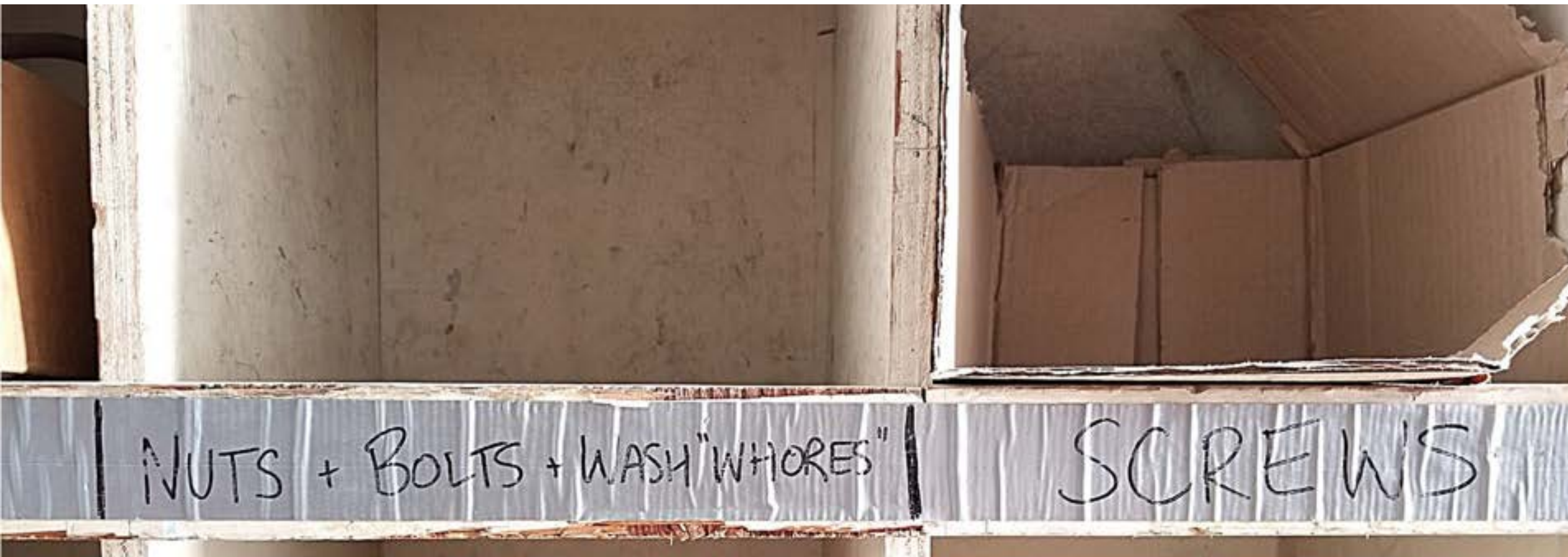
COMMENTS ABOUT BODY OR CLOTHING

UNNECESSARY PHYSICAL CONTACT,
INCLUDING UNWATED TOUCHING

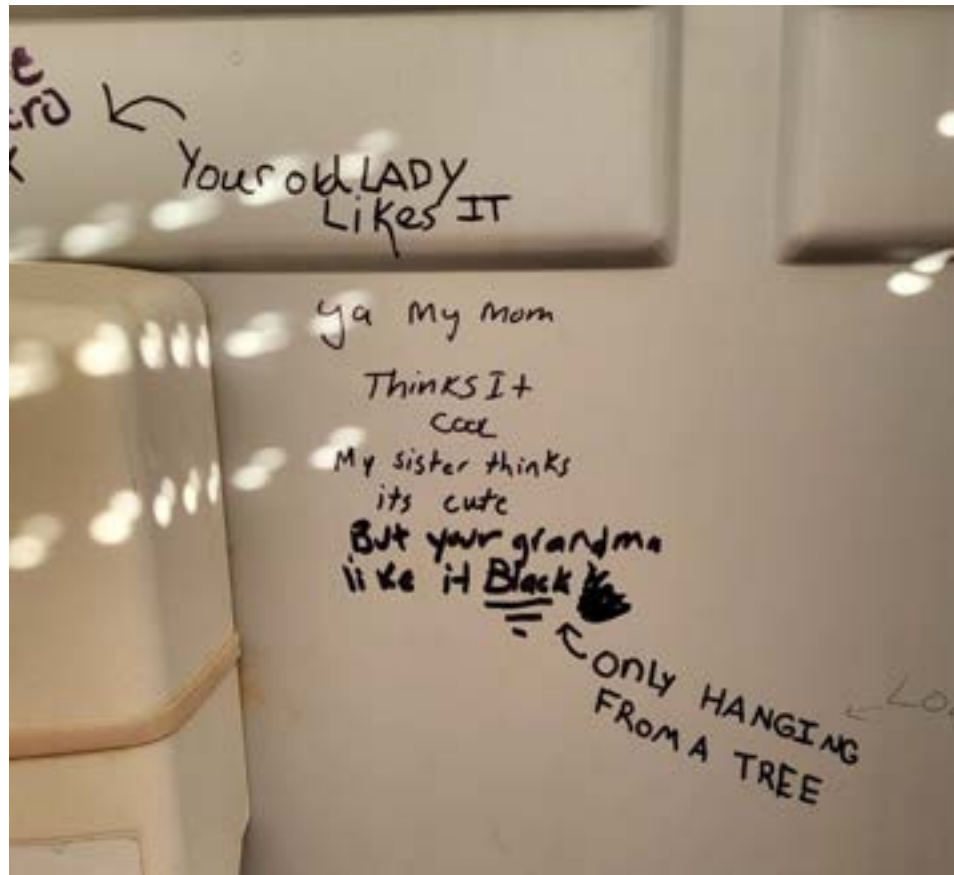
DISPAYING OR SHARING SEXUALLY GRAPHIC
OR DEMEANING MATERIAL



EXAMPLES COLLECTED BY TRADESWOMEN



EXAMPLES COLLECTED BY TRADESWOMEN



Workplace discrimination, violence,
and harassment are barriers to
women staying in the trades.

“——
| You literally feel
| degraded daily.

“——
| You can't even take it for a
| second. You've got to be
| brave to go to work.

DEFINITIONS

WORKPLACE BULLYING & HARASSMENT

Any unwelcome verbal, visual, or physical conduct based upon a person's sex or gender can constitute sexual harassment if it has interfering with their performance of their job, creates a hostile work environment or is intimidating. Your intention does not determine if it's bullying or harassment

- ISOLATION OR EXCLUSION
- SPREADING RUMORS
- DEMEANING, SEXIST AND RACIST JOKES
- DELIBERATELY WITHHOLDING NECESSARY INFORMATION
- HYPERCRITICAL OR NEGATIVE
- HARMFUL INITIATION PRACTICES OR HAZING

SEXUAL HARASSMENT

Unwanted sexual communication or attention that is offensive, humiliating or intimidating. As with bullying or harassment, it can be verbal, written or visual.

Below are a few examples:

- SEX-SPECIFIC OR SEXUAL DEROGATORY TERMS
- SEXUAL GESTURES, "JOKES", INNUENDO
- COMMENTS ABOUT BODY OR CLOTHING
- REPEATEDLY ASKING FOR DATES AND NOT TAKING "NO" FOR AN ANSWER
- DISPLAYING OR SHARING SEXUALLY GRAPHIC OR DEMEANING MATERIAL
- UNNECESSARY PHYSICAL CONTACT, INCLUDING UNWANTED TOUCHING



DISCUSSION

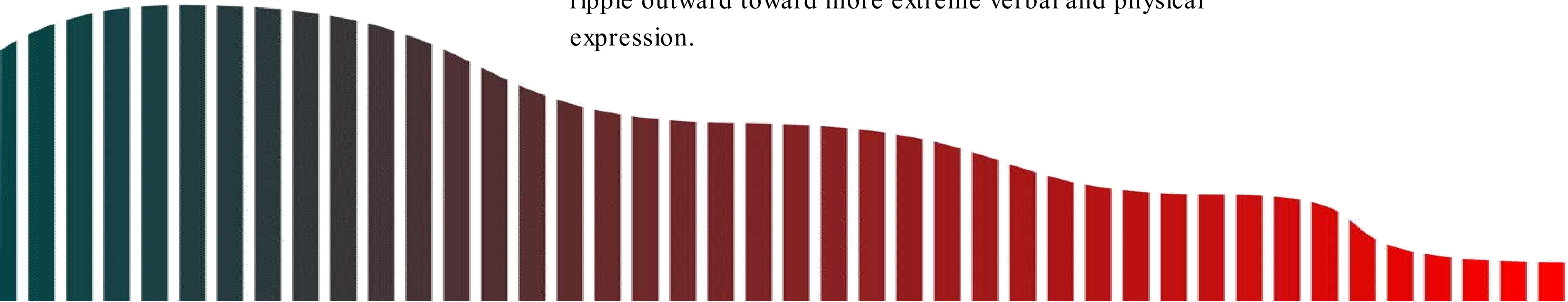
If discrimination, violence or harassment are happening outside of the workplace with people you work with, is it still a workplace issue?

VIOLENCE CONTINUUM

All forms of violence and abuse take place on a continuum that includes discrimination, bullying, and harassment.

As we reduce the negative attitudes and beliefs, verbal and physical expressions such as harassment and assault are reduced as well.

Prevention efforts are most effective at the beginning of the spectrum because negative attitudes and beliefs can ripple outward toward more extreme verbal and physical expression.



ATTITUDES & BELIEFS

RACISM, SEXISM, ABLEISM, HOMOPHOBIA

VERBAL EXPRESSION

SEXUAL HARASSMENT, SEXUAL JOKES,
BRAGGING

PHYSICAL EXPRESSION

SEXUAL ASSAULT

HOMICIDE

SUICIDE

DEFINITIONS

SEXUAL ASSAULT

Any unwanted contact of a sexual nature, without consent. It can include any form of unwanted sexual activity.

- FORCED KISSING
- FORCED TOUCHING
- FORCED ORAL SEX
- FORCED PENETRATION

Perpetrators can be anyone—friends, coworkers, spouses/partners, strangers, etc.

Consent is a voluntary agreement to engage in a sexual activity. It must be ongoing and it can also be withdrawn at any time.

DOMESTIC/RELATIONSHIP VIOLENCE

Abusive behaviors that exert power and control over an intimate partner (past or present) or a family member.

- SEXUAL ABUSE
- PHYSICAL ABUSE
- FINANCIAL ABUSE
- PSYCHOLOGICAL OR EMOTIONAL ABUSE
- DIGITAL ABUSE (EMAIL, TEXT, SOCIAL MEDIA, OTHER)
- SPIRITUAL ABUSE

What words describe an alpha male?

THE TOOLS





A BYSTANDER is someone who recognizes when bullying, harassment or abuse is occurring, but DOES NOT INTERVENE.

To be MORE than a bystander, take action to confront harassment, bullying and violence and contribute to a safe and respectful community.



WHY IS IT IMPORTANT FOR MEN TO INTERVENE

Men are part of the problem—it's time that they become part of the SOLUTION.

Men make up more than 95% of the skilled trades—they can make a difference!

Male leaders speaking out, and teaching other men, is a proven method.

Men carrying the load protects women, 2SLGBTQIA+ people, and others in the workplace.



SAFETY FIRST

Safety is an important part of bystander intervention.

You don't want to intervene at the expense of your own or others' safety.



It's not a superhero approach.



Safety is an important part of bystander intervention.



There are many ways that you can be more than a bystander, while keeping yourself safe.

DISCUSSION

If a person is being sexist, racist, homophobic or displaying other abusive behaviors, what are some non-verbal ways you could intervene?

NON-VERBAL INTERVENTIONS

- Refuse to join in
- Leave the person or group
- Create a distraction
- Offer your presence to the person targeted
- Report what happened
- Ask someone else to intervene
- Tell someone you trust
- Give control to the target by asking "Are you okay?" or "Is he bothering you?"

REMEMBER! If there is a threat of immediate danger, take action! Call 911 or call for help.

DISCUSSION

If a person who is being sexist, racist, homophobic or displaying other abusive behaviors is someone you do NOT know, what are some verbal ways you could intervene?

VERBAL INTERVENTIONS

- Refuse to join in
 - "I don't want to be part of this"
 - "Your behavior is uncalled for"
 - "It's wrong to treat a (woman) that way"
 - Encourage others to show their disapproval
 - "By being silent you are saying that this (action, behavior, attitude, word) is okay with you!"
 - Offer to help report what happened
 - Create a distraction
 - Vocalize your support
 - "Are you okay?"
 - "Hey, leave her alone!"
- REMEMBER! If there is a threat of immediate danger, take action! Call 911 or call for help.**

PRACTICE →

THE SKILLS

← THEORY



SCENARIO 1

BE MORE THAN A BYSTANDER

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

- Refuse to join in
- Let them know what they are doing is hurtful and inconsiderate
- Offer to go sit with the apprentices
- Ask them why they have such strong feelings towards the apprentices
- Leave the room with the apprentices

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?



SCENARIO 2

BE MORE THAN A BYSTANDER

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

➤ Refuse to join in

➤ Let them know their joke isn't funny and is unproductive

➤ Tell the apprentice that it is a joke

➤ Walk with the apprentice to get the correct material

➤ Get the foreman involved

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?

A person wearing a white hard hat and a high-visibility safety vest is seen from behind, looking out over a construction site. The background is slightly blurred, showing some construction equipment and materials.

SCENARIO 3

ALL IN A DAY'S WORK

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

- Refuse to join in
- Tell him he is being disrespectful and sexist
- Leave the room
- Talk to your supervisor about the situation
- Ask other bystanders to join you in telling him that what he's saying is not okay

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?

SCENARIO 4

THE PHOTO

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

➤ Ask him whether she would be okay with him sharing the photo. If he says no, then point out he is doing something wrong.

➤ Say, “It’s really not okay that you’re sharing that with me.”

➤ Tell him he should delete the photo.

➤ Get in touch with Allison and let her know what happened.

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?

A black and white photograph of a construction worker wearing a hard hat with a headlamp and a safety vest. He is holding a smartphone in his right hand and looking at it. The background shows a construction site with wooden framing and a set of stairs.

SCENARIO 5

THERE'S A JOB TO DO

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

- Refuse to join in
- Tell him he is being disrespectful and sexist
- Check in with her and acknowledge what happened
- Plan to speak up if he talks to her that way again
- Consider reporting it if you notice it's a pattern

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?



SCENARIO 6

AFTER WORK

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

- Distract him by asking him a question
- Say to him, “Didn’t you hear her? She’s not interested.”
- Ask her if she wants to switch seats with you
- Tell her you need help carrying the next round of beer, and use that time to check in with her
- Decide to talk to him about his behavior before the next time you all go for drinks

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?

A black and white photograph of two construction workers in a dark, cluttered space, possibly a crawlspace or a confined area of a building. The worker on the left is wearing a white hard hat and safety glasses, looking towards the right. The worker on the right is wearing a tan hard hat, safety glasses, and a high-visibility vest, looking towards the left. The background is filled with various items, including coiled cables, pipes, and other construction materials. The overall atmosphere is dim and industrial.

SCENARIO 7

IT'S NEVER TOO LATE

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

➤ Ask him to apologize for telling his coworker to 'smile more'

➤ Firmly suggest he get back to work

➤ Create a distraction by asking him if he can help you with something

➤ Tell him what he's saying is sexist and inappropriate for the workplace

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?



SCENARIO 8

THE FOREMAN'S OFFICE

DISCUSSION

What would you be thinking if you witnessed this?

What could you do to intervene?

OTHER THINGS YOU COULD DO

➤ Tell her you need her help with something, to get her out of the situation

➤ Ask her if she's okay and what support she needs

➤ File an incident report

➤ Tell him that what he's doing isn't okay

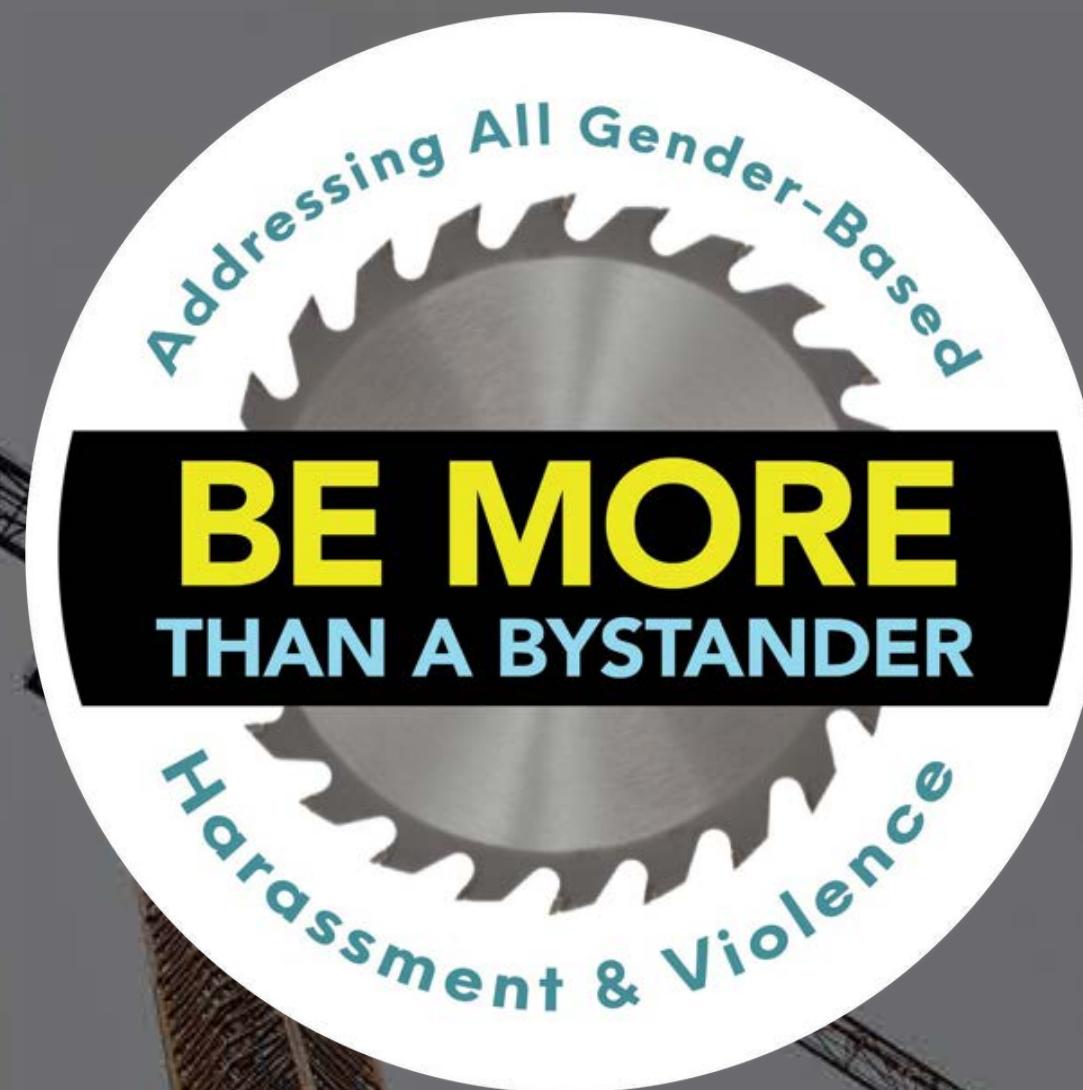
➤ Stay in the office with them to make sure nothing else happens

Let's find out what this bystander decided to do.



WRAP UP

What type(s) of intervention did this bystander use?



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