

# Simple actions to take against harassment

A briefing for everyone



Question

# The problem

- This session will help you to feel empowered to speak up and challenge inequality and drivers of violence.
- It's about helping people to find their own way to make a difference.
- When nobody speaks up this empowers people to continue their unacceptable behaviour.



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[STAND UP Let's Act Together Against Street Harassment – YouTube](#)

How likely are you  
to intervene if you  
witness  
harassment in a  
public place?





By the end of  
this briefing  
you should:

- Understand the types of harassment
  - Learn how to intervene if you witness harassment
  - Learn how to respond if you experience harassment
- 

# Examples of harassment

Staring

Whistles

Inappropriate gestures

Inappropriate personal questions

Trolling on social media

Online abuse

Sharing of private images

Standing unnecessarily close

Public exposure

Following

Stalking

Groping or grabbing

Bullying

Offensive comments, jokes or banter

Use of derogatory terms



Question

# Possible impacts of harassment

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Anxiety

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Depression

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PTSD

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Skipping school / work

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Moving home

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Reduced quality of life

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Changing plans

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Relationship breakdown

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Other social and financial impacts

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- Humans are social creatures, we want to fit in and be accepted by our peers. If those around us show that they do not like the way in which we are behaving, this can change our behaviour and views.
  - We can all positively impact negative behaviour by intervening **if it is safe to do so.**
  - There are a number of different ways we can make a positive impact.

# The Five D plan

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Distract

Delegate

Direct

Delay

Document



Distract

# Distract:

An indirect approach to de-escalate the situation

Cause a distraction, for example:

- Ask the time
- Ask for directions
- Drop something noisy on the floor e.g. a handful of coins
- Pretend you know the person being harassed and ask how their mum is



[Subway fight disarmed with potato chips - YouTube](#)



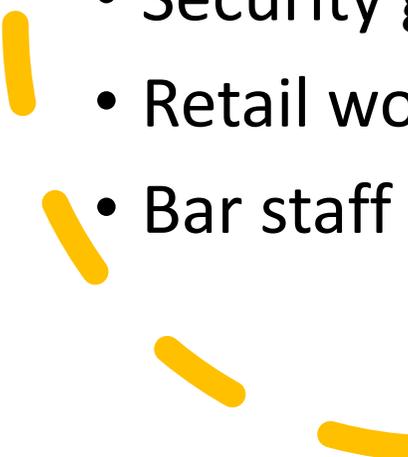
Delegate

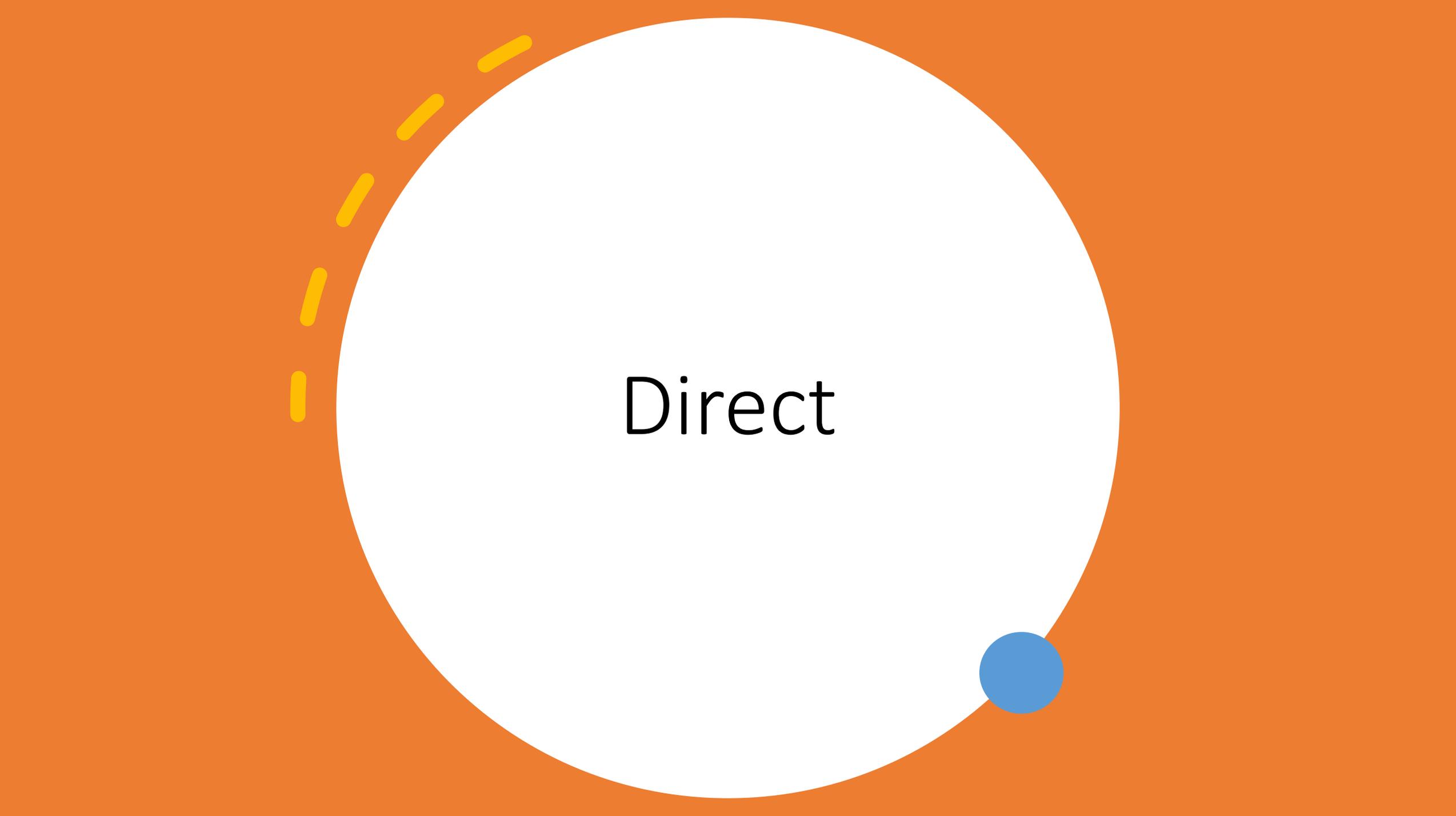


# Delegate:

Get help from someone else

Find someone who can assist, for example:

- The person next to you
  - Bus driver
  - Teacher
  - Security guard
  - Retail worker
  - Bar staff
- 



Direct



# Direct:

## Speak up

Speak up, be firm and clear. For example:

- “That’s totally inappropriate.”
- “You can’t speak to women like that.”
- “Stop that.”
- “What do you think you’re doing?”



Remember, safety first. Try not to get into an argument.



You can also speak to the person being harassed. For example:

- “Are you okay?”
- 



<https://www.youtube.com/watch?v=oFejaLMMBE0>



Delay

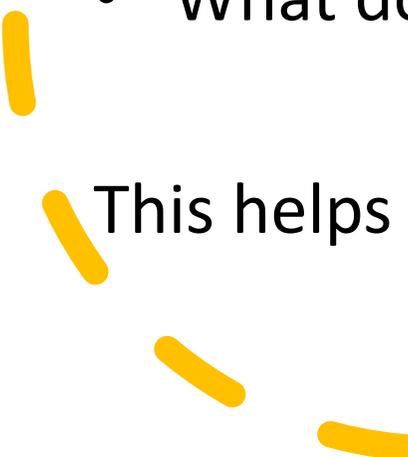


# Delay:

Take action after the event

After the incident is over, check in with the person. For example:

- “Are you okay?”
- “Do you want me to sit with you?”
- “Do you want me to accompany you somewhere?”
- “What do you need?”



This helps to validate their experience. Even a knowing glance matters.



Document



# Document

## Record the event

During or after the event, document useful information. For example:

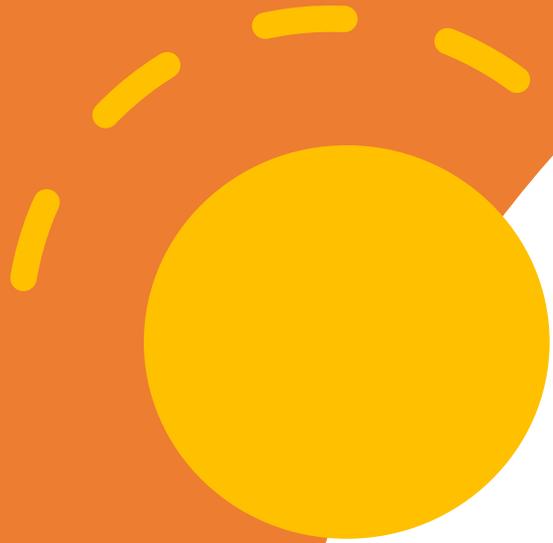
- Record the events on your mobile phone
- Make notes e.g. date, time, location, physical appearance



Always ask the person being harassed before going to the police or posting on social media as it might make things worse for them or they might not want you to.

[https://www.bbc.co.uk/iplayer/episode/  
m001ck9p/inside-man-series-1-episode-  
1?seriesId=m001ck9q](https://www.bbc.co.uk/iplayer/episode/m001ck9p/inside-man-series-1-episode-1?seriesId=m001ck9q)





Question?

# When harassment happens to you



Trust your  
instinct



Reclaim your  
space

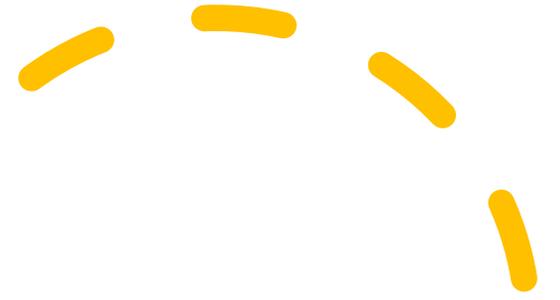


Practice  
resilience

- When harassment happens, you need to take care of yourself.
- Remember, it's never your fault, and it's not your responsibility to have the perfect response. It's their responsibility not to harass you.

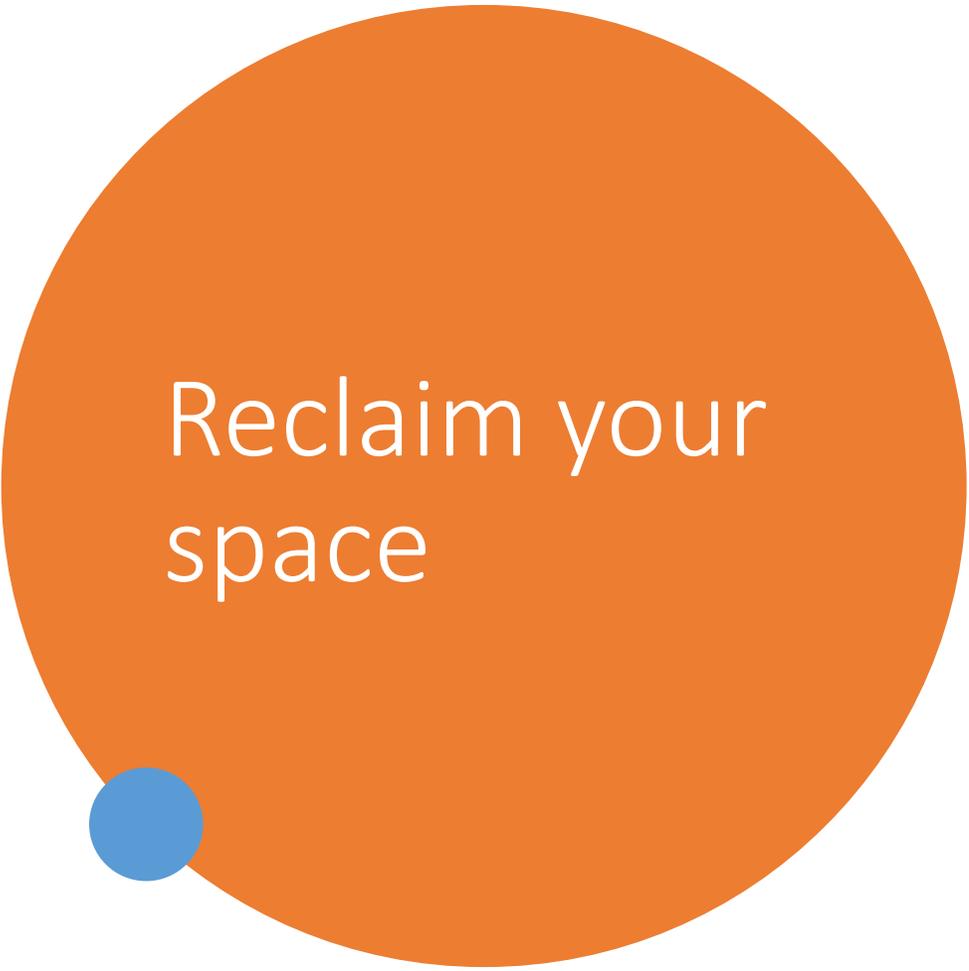


Trust your  
instinct



# Trust your instinct

- Listen to your gut
- There's no right or perfect response
- (However some studies show in the long term it's better for your mental health to have some response)



Reclaim your  
space



# Reclaim your space

- Tell the person harassing you what you want them to do and why
- Engage bystanders by telling them what's going on and what they can do to help
- Document the situation



Practice  
resilience



# Be kind to yourself

- Don't pretend it didn't happen
- Talk to someone (a friend, family member or colleague)
- Have a cup of tea
- Stroke a pet

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Questions?

