

## SUPPORT OTHERS

- ▶ Listen to and believe coworkers and customers
- ▶ Offer helpful options but respect their decision
- ▶ Connect them with resources like the SAFE Bar Network

MAKE A DONATION TODAY

TEXT SafeNightOut to 50155

Scan me for training evaluation



or go to [safebarnetwork.org/evaluation](http://safebarnetwork.org/evaluation)

HELP IS AVAILABLE

86 Harassment

1-781-277-6679

[www.86harassment.com](http://www.86harassment.com)

# SAFE Bar TRAINING

THE  
**SAFE Bar**  
NETWORK

[www.safebarnetwork.org](http://www.safebarnetwork.org)

## THE FACTS

- Sexual harassment is anything unwanted and sexual
- Sexual assault is any sexual activity without consent
- Most often harm is about power and control
- Most often people are hurt by someone they know

## CONSENT

- A free and enthusiastic "yes"
- Silence, "maybe", "I don't know" aren't consent
- Someone who has had too much to drink can't consent

## THINGS TO NOTICE

- Testing Boundaries
  - ▶ Uncomfortable comments
  - ▶ Unwanted touching
- Alcohol as a Tool
  - ▶ Pressuring others to drink
  - ▶ Targeting someone who has had too much
- Isolation
  - ▶ Separating someone from the group or staff



**NO ONE HAS TO DO EVERYTHING  
BUT EVERYONE HAS TO DO  
SOMETHING.**

Adapted from SAFE Training, MOCSA and Green Dot, Alteristic

## ACTIVE BYSTANDER SKILLS

### NOTICE

- If things seem awkward, uncomfortable, or unsafe check in.

### INTERRUPT

- **Direct** - do something direct
  - ▶ "You need to stop"
  - ▶ "Do you need help finding your friends?"
- **Delegate** - get others to help
  - ▶ Get a coworker or manager
  - ▶ Get the person's friends to help
- **Distract** - talk about something else
  - ▶ "How's everyone doing tonight?"
  - ▶ "Is there anything I can get you?"

### DE-ESCALATION: Build rapport and connection

- Listen to the person's concerns
- Reflect back and summarize their thoughts
- Ignore challenges to your authority by bringing the conversation back to the issue and a solution
- Offer concise and respectful choices and consequences - offer the positive choice first