Bystander Intervention: Empowering People to Take Action Against Harassment!

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Bystander Intervention is one of the most successful ways to reduce harassment.

Bystander Intervention is an evidence-based framework intended to reduce victims’ burden of protecting themselves from harassment and partially shift the burden to the community.

The key is to have the community recognize that harassment negatively affects everyone, rather than solely the victims.

USGS SEES (Step UP! Employee Empowerment Strategies) is a Bystander Intervention program developed for scientific teams and workplaces.

The program was originally created by The University of Arizona (in cooperation with a number of other universities, branches of the military, and The NCAA) for sports teams.

With their support, and with financial support from the USGS and NASA, this program was modified by USGS employees to be applicable to scientific teams and workplaces. The workshop is 4 hours long and works best with 15-20 participants.

GOALS OF THE USGS SEES PROGRAM

1) Raise awareness of barriers to intervening in a harassment situation
2) Supply participants with tools and strategies to help them respond
3) Increase attendees’ motivation and desire to help
4) Contribute to developing the skills and confidence of attendees when responding to various levels of harassment
5) Ensure the well-being of the participants

Step UP! Training

1) Notice the event
2) Interpret it as a problem
3) Assume personal responsibility
4) Know how to help
5) Implement the help (Step UP!)

USGS SEES in the Community

Since the creation of this program, this SEES workshop has been presented ~75 times to more than 1000 individuals.

Currently additional facilitators are being trained so this program can extend its reach even further within our community.

REFERENCES

[8] Nickerson, A.B. et al. (2014) doi:10.1016/j.adolescence.2014.03.003

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ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION, NOVEMBER 19-20, 2019