



STUDENT
AFFAIRS
IRELAND



IASAS
International Association of
Student Affairs and Services



Bystander Intervention at UCC

Professor Louise Crowley, UCC



A Sexual Violence Prevention Programme



UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh²

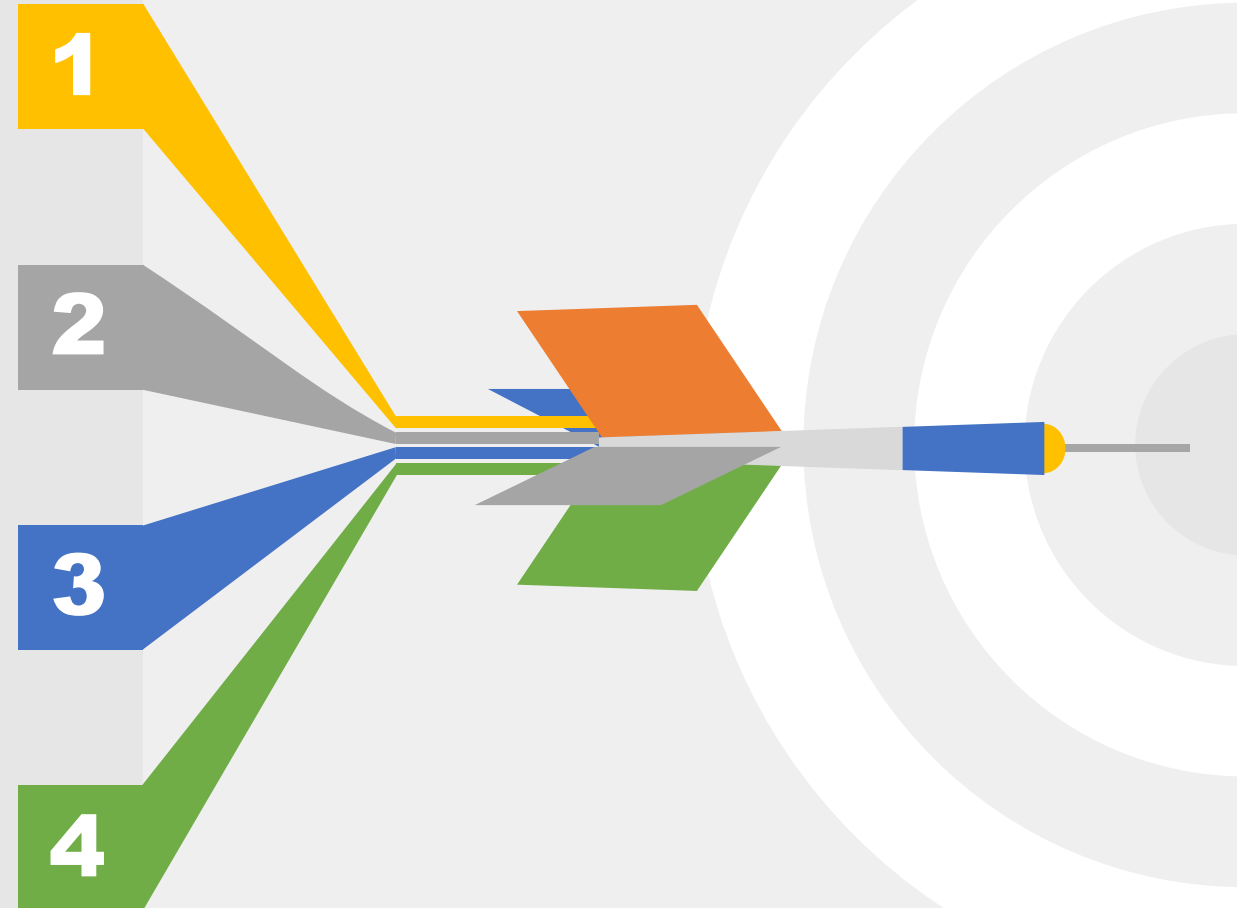
RECAP ON BYSTANDER

Why? Empower staff and students to effect change by ending all tolerance of all abuse

How? Compulsory orientation training and engagement with online training programme

Impact? Recognise ability to make a difference
Can recognise sexual harassment & violence
Have capacity to make a safe intervention

Endorsements – National Framework; RCNI, NWCI, IRC, Minister for HE; HEA, NAC; IUA



Delivery at UCC:

- Digital Badge Blended programme
 - 2 hours self directed online; workshop; reflection
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- 1. Introducing the Bystander
 - 2. Social Norms; Consent; Rape and Sexual Assault
 - 3. Sexual Harassment, Assault and Relationship Violence
 - 4 Bystander Intervention; Practical Intervention
 - 5 In person workshop
 - 6 Reflection piece

4 STAGES FOR INTERVENTION

1

Notice the
event

2

Interpret it
as a problem

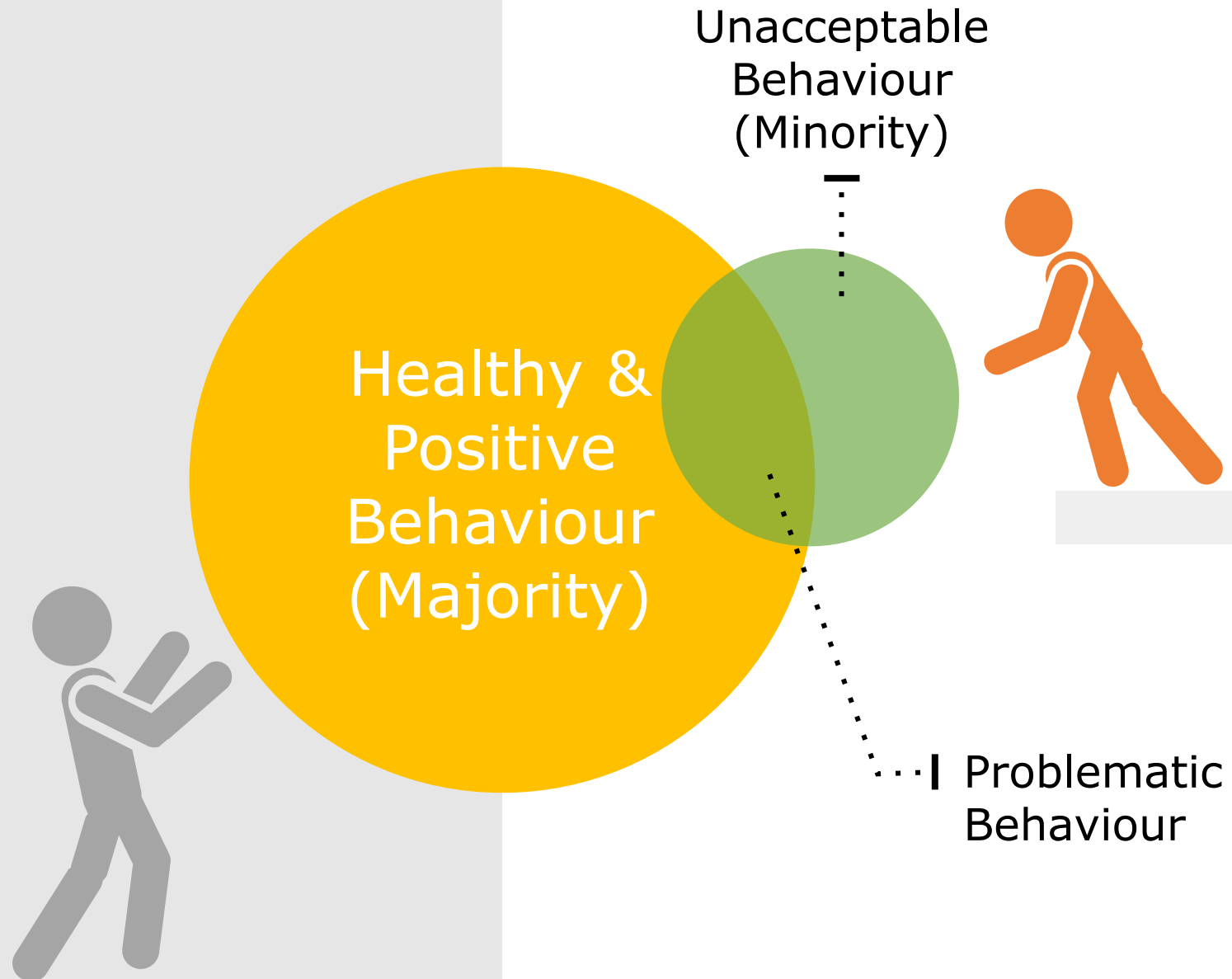
3

Feel
responsible
for dealing
with it

4

Possess
necessary
skills to act

WHERE WE ARE



WHERE WE ARE

But from the
perspective of those
in the **minority** –

they believe they
are in the **majority**
(false consensus)
and that their
behaviour is not
unacceptable



Acceptable /
Majority
Behaviour

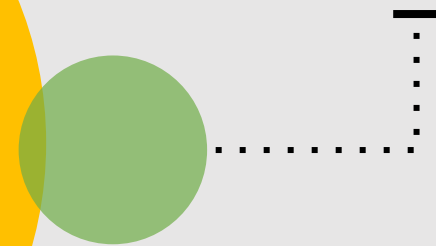
WHERE WE NEED TO GET TO

“A NEW NORMAL”



Healthy and
Positive majority
behaviour

Unacceptable
behaviour becomes
SO socially proscribed
(clearly defined as
unacceptable) that
most people stop
doing it



FEELING RESPONSIBLE

- You are part of the solution
- It hurts people who we care about
- Everyone deserves a safe and respectful working environment.
- Demand a zero-tolerance approach to all forms of sexual harassment and violence



MAKE IT A UCC NORM TO SPEAK UP

Don't be
an idiot

Not Okay!

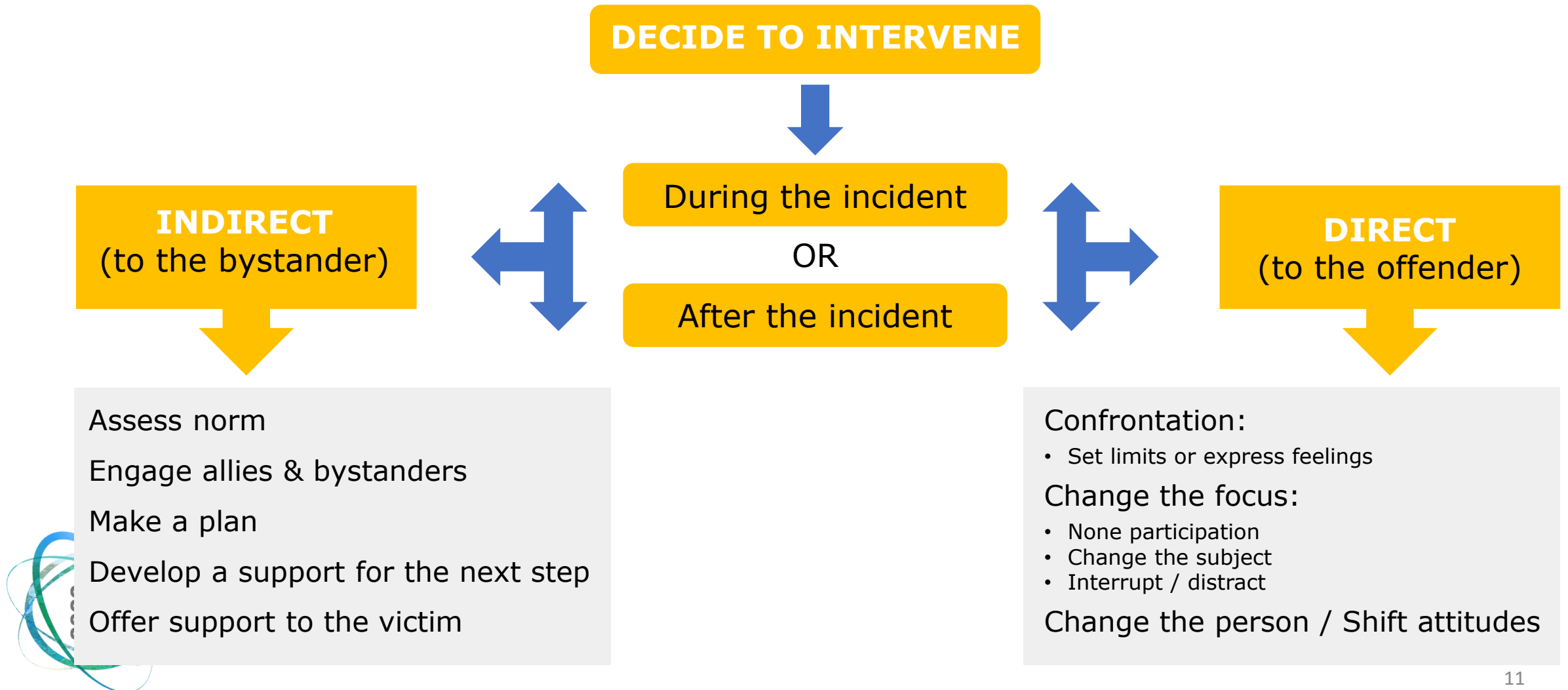
This is
making me
uncomfortable!

You're better
that that

Not Cool!



BYSTANDER INTERVENTION OPTIONS



IMPACT - Questionnaire Feedback *

Pre-Workshop

Post-Workshop

***There is little I can do
about sexual harassment
and violence at my
institution.***

3

Agree

<1

44

I have limited capacity

17

54

No, I can make a difference

82

IMPACT - Questionnaire Feedback *

Pre-Workshop

Post-Workshop

I have a good understanding of what constitutes sexual harassment and violence.

69

Agree

96

28

I have limited understanding

3

2

I do not have a good understanding

<1

IMPACT - Questionnaire Feedback *

Pre-Workshop

Post-Workshop

***I have a good ability to
intervene in a
threatening or
dangerous situation.***

27

Agree

80

50

I have limited ability

20

23

I don't know how to intervene

Importance of in person final workshop

Reflection on the online line learning experience

Sharing key messages with peers

Unscripted role plays reflective of lived experiences

Skills development in a safe environment

Valuable opportunity to articulate personal responses

Feedback provides validation and empowerment



Effecting campus culture change



Importance of delivering targeted information and education in the context of education, workplace and broader societal interactions



Empower students to make safe and effective interventions



Cultivate individual and collective capacity to develop a culture of respect.



Provide a forum to facilitate learning, conversations and support.