

Safety Planning with Friends (or family or neighbors) Incorporating Bystander Intervention Strategies

Why use this worksheet?

This resource is meant to help you create a proactive care plan for yourself, and your community, in difficult times. In particular, it may be helpful to think about the ways you want the people in your life to intervene if they see a harmful action being taken towards you. Use this worksheet to choose strategies that are informed by, and prioritize, each person's strengths, boundaries, and safety. However, while many strategies are available to prevent and respond to harm, this worksheet offers one approach, please remember that harm and harassment is never the fault of those who are being targeted. The responsibility for the harm lies with those who are perpetrating and perpetuating harm and prevention requires them to stop and be responsible for their behavior and actions.

What are the bystander intervention strategies?

Delegate: Ask for help. A person nearby, or someone with authority may be in a better position to intervene. Tell them what's happening and how you'd like them to help. Come up with a plan together.

Delay: Check in with the person later. Ask them how they are and offer support and resources. This strategy is for when you cannot intervene safely, or if the incident ends before you can help.

Distract: Take an indirect approach. Interrupt and draw attention to something else. Engage with the person who is being harmed and don't talk about or refer to the harm that's happening.

Document: If someone else is already helping, and if it is safe to, document the incident. Record details (date and time, etc.), film, or screenshot incidents and landmarks. Do not share without consent from the person who was harmed and ALWAYS ask them what they want to do with the documentation.

Direct: Confront the person doing harm. Name the behavior and keep it brief. Don't engage in an argument. **Assess for safety and possible escalation.** If it is safe to directly intervene, you may want to try one of the tactics below:

- **Make a Plan:** Name concerning behaviors, set clear expectations and figure out a way for the concerning behavior to stop.
- **Bring it home:** Personalize the behavior to keep the person from distancing themselves from the impact of their behavior.
- **"We're friends, right?":** Reframe the intervention as caring and non-judgmental. Communicating with empathy is a key part of this strategy.

Using the chart below, develop an intervention plan that meets your needs and considers the ability of others to intervene in specific situations. Choose strategies that balance the needs for support, areas of strength, and considerations related to safety, identity, positionality, and location.

If This Happens

Please Do This

(intervention strategies on the previous page)

Microaggressions

Staring

Shaming/humiliation, often in joke form

Using or defending the use of derogatory words

Verbal harassment

Online harassment

Offensive graffiti or memes

Spitting

Physical assault
