

**Bystander Intervention Strategies- The 5 Ds**

**DIRECT**- Confront the situation. Be firm, clear, and concise. Say or do something.

**DISTRACT** – De-escalate the situation. Move attention away.

**DELEGATE** – Seek help from a third party.

**DELAY** – Check in with the person being harassed. Offer support.

**DOCUMENT** – Document the incident.

**Resources:**

- Your Campus Office for Equity and Diversity
- Your Campus Title IX Office
- Your Campus Equal Opportunity Complaint Investigation
- Your Campus University Health Services
- Your Campus Violence Prevention and Survivor Services
- ADVANCEGeo Partnership project website [serc.carleton.edu/advancegeo](http://serc.carleton.edu/advancegeo)
- Professionalism: The Responsible Conduct of Scientists  
[serc.carleton.edu/geoethics/professionalism.html](http://serc.carleton.edu/geoethics/professionalism.html)
- American Geophysical Union (AGU) resources [stopharassment.agu.org](http://stopharassment.agu.org)
- AGU Ethics and Equity Center <https://ethicsandequitycenter.org/>
- American Geosciences Institute Guidelines for Ethical Professional Conduct  
<https://www.americangeosciences.org/community/agi-guidelines-ethical-professional-conduct>
- U.S. National Academy of Sciences Report [sites.nationalacademies.org/shstudy](http://sites.nationalacademies.org/shstudy)
- Know Your Title IX <https://www.knowyourix.org>
- AAUW Know Your Rights Workplace Sexual Harassment  
<http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment>
- Feminist Majority sexual assault resources  
[www.feminist.org/911/resources.html](http://www.feminist.org/911/resources.html)
- RAINN (Rape, Abuse & Incest National Network) [www.rainn.org](http://www.rainn.org)
- National Sexual Violence Resource Center <http://www.nsvrc.org/organizations>
- Hollaback! <http://www.ihollaback.org/responding-to-harassers/>
- LGBTQ Resource List (GLAAD): <https://www.glaad.org/resourceelist>
- LGBTQ+ International  
Resources: [thetrevorproject.org/trvr\\_support\\_center/international](http://thetrevorproject.org/trvr_support_center/international)
- StrongHearts Native Helpline: <https://www.strongheartshelpline.org/resources/>

Follow us on Twitter to learn more about different initiatives to address harassment and hostile climates in academia. @ADVANCEGeo