

**81%** of us at UC Berkeley think **sexual harassment** is a **PROBLEM** on campus

**88%** of us at UC Berkeley **want** to be more **CONFIDENT** and **effective** when **talking** and **sharing resources** with people we believe **sexually harass** others



# TIME'S UP, BEARS

## STAND UP TO SEXUAL HARASSMENT

**What is sexual harassment?** Sexual harassment is any unwelcome sexual advance, request for sexual favor, verbal, non-verbal, or physical contact of a sexual nature.

### How to talk to someone who sexually harasses others

#### STEP 01

##### Decide

It's OK to feel uncomfortable or awkward when you think of bringing this up. Our relationships can likely handle it! Talking directly is the most effective action we can take. If they don't make changes or aren't receptive, we've "planted seeds" for change.

#### STEP 02

##### Prepare

Use resources (see to the right) to clarify the best approach for the situation - and get the support needed for ourselves. Check in with the person who was targeted to make sure they're okay with our approaching the person who harassed them.

#### STEP 03

##### Dialogue

Arrange to talk to the person who harassed others in private - one to one. Allow enough time and bring resources. Ask permission to discuss a concerning incident/behavior. Briefly express what you've seen and its impact. Listen to their experience and perspective; Stay calm; Don't argue or try to convince them. You don't need to reach an agreement.

#### STEP 04

##### Share Resources

Offer and encourage them to use key resources for learning and talking more about sexual harassment prevention. Encourage them. Help them make calls or appointments. Thank them for their time. Appreciate their being open to discussing the concern and hearing about resources.

### Know the key resources

*Addressing our own or another's sexual harassment may be a new and/or difficult step to take. We all improve with practice! These resources can help.*

**UHS Social Services\***  
(510) 642-6074

These counselors are trained to help people who sexually harass others understand their actions and impact, experience their emotions and receive education and support as they do. They also support bystanders and people who've been harassed.

**Path To Care\***  
(510) 642-1988

These advocates offer affirming, empowering, and confidential support for survivors. They also support bystanders deciding how to address incidents and behaviors they've seen or been impacted by.

#### Online

Want to better understand and stand up against sexual harassment? Start at [bit.ly/2grl3hg](http://bit.ly/2grl3hg)

What counts as sexual harassment? Find definitions in UC Sexual Violence and Sexual Harassment Policy at [bit.ly/2ny9KGz](http://bit.ly/2ny9KGz)

\* = Confidential resources