

# Faculty: How to be an Active Bystander

A student or colleague discloses sexual assault, domestic violence, dating violence, or stalking. Or discloses that they or someone else experienced targeted racist, sexist and homophobic acts. Or you witness one of these.

You MUST as a Mandated Reporter report to either the Title IX Coordinator or Campus Safety

Depends somewhat on circumstance. But generally, it is good to address it and explain why it is not appropriate

Talk to the person who received comment and ask them how they are doing and how you can support them

Talk to the person who made the comment and have a conversation about why that is not appropriate

Depending on context/content you can reach out to someone for help if the nature of the conversation is not something you feel strongly about, or is uncomfortable for you to address

You can choose to integrate a related lesson into a class

A student says something inappropriate (i.e., racist, sexist, homophobic comment)

Someone uses someone's incorrect pronouns in passing

Quickly correct the person and move on.

**If you witness something that makes you uncomfortable, like the title of an event, a graphic on a poster, etc.**



**You could go to the Title IX Coordinator, your supervisor, the Coordinator of CARE, etc. Let them know that you are uncomfortable with x and ask if they can do something about it.**

**If a colleague says something that is inappropriate**



**Depends on the severity and other context. If you feel comfortable, you can address it directly and explain why you find that comment or action to be inappropriate.**

**If it is something serious, you can talk to the Dean of Students, Human Resources, the Title IX Coordinator, your supervisor, etc.**

**If you are ever unsure of what to do, here is a list of places you can get help**



- **Title IX Coordinator**
- **Coordinator of CARE**
- **Campus Safety**
- **Human Resources**
- **The DEI (Diversity, Equity, and Inclusion) Council**
- **Dean of Students**
- **Your supervisor**
- **Your colleagues**