BYSTANDER CHECKLIST

What to Do If You Witness Sexual Harassment

Sexual harassment is a very serious issue which has negative effect upon the employee on the receiving end of the behavior; therefore, as bystander or observer, never tolerate, laugh off or ignore sexual harassment at the University of South Carolina. Most harassers will continue to bother their victims as long as they think they can get away with it. Act now to help make the University of South Carolina a "zero tolerance" workplace.

_____ React.
Help prevent, correct and eliminate sexual harassment in your workplace. If you are aware of or if you witness sexual harassment please be willing to help address the situation.

_____ Assess.
Assess the situation and determine if you feel comfortable intervening. Something as simple as creating a diversion may be helpful.

_____ Notify (If you are uncomfortable with this step, move on to the next).
Tell the harasser that you are aware of the behavior and that it is totally unacceptable. Urge the harasser to stop bothering the victim, permanently.

_____ Report.
Report what you observed to management or to the Office of Equal Opportunity Programs.

_____ Research.
Become an expert on sexual harassment; review the University’s policy and look into State and Federal laws governing this issue.

_____ Help.
Encourage the victim to confront the harasser or report it to management or the Office of Equal Opportunity Programs.

_____ Support.
Be supportive of any victim; some people believe that they somehow caused the harassment; reassure them that it is not their fault.

_____ Counsel.
If the harassment continues, counsel the victim to report it to management.