

Bystander Tips

See Something, Say Something

WHAT IS A BYSTANDER?

A bystander is any person who is present at an event or incident but does NOT take part.

WHAT IS BYSTANDER INTERVENTION?

Bystander Intervention involves developing the awareness, skills, and courage needed to intervene in a situation when someone needs help. It allows individuals to send powerful messages about what is acceptable and expected behavior in our community.

THE 5 STEP DECISION-MAKING MODEL

1. Notice the Event
2. Interpret the Event as a problem
3. Take personal responsibility to intervene
4. Decide how you are going to intervene
5. Decide to Intervene

RULES FOR BYSTANDER INTERVENTION

Do **NOT** put yourself at risk.

Do **NOT** make the situation worse.

More **TIPS**:

- Intervene at the earliest point possible
- Look for early warning signs of trouble
- Intervening does not always mean confronting
- Ask for help!

THREE “D’S” OF BYSTANDER INTERVENTION

Direct: Directly intervening, in the moment, to prevent a problem situation from happening

Delegate: Seeking help from another individual, often someone who is authorized to represent others, such as a police officer or campus official.

Distract: Interrupting the situation without directly confronting the offender.

Contact Information

Who to Call

Any complaint of gender-based misconduct, including sexual assault, may be directed to the Human Resources Director &

Title IX Coordinator:

Vicki Hill Sullivan

HR Director/Title IX Coordinator

Carl Albert State College

1507 S McKenna, Poteau, OK 74953

F.L. Holton Business Center, BC866D, Poteau

918-647-1373

1601 Opdyke, Sallisaw, OK 74955

Mitchell Bldg, Sallisaw Center, SC8103

918-775-6977x2239

vhill@carlalbert.edu

Complaints against students and visitors may also be directed to the Deputy Title IX

Coordinator:

Randy Graves

Vice President for Student Affairs/Deputy Title IX

Coordinator

Carl Albert State College

Hemphill Hall, HH150, Poteau

918-647-1370

rggraves@carlalbert.edu



You Are *Not Alone!*



What STUDENTS Need to Know About **Title IX** And Sexual Misconduct

Be Informed

About Sexual Harassment

And Sexual Violence

This brochure outlines information about CASC's sexual harassment and assault procedures and is distributed as part of the colleges' compliance with Title IX.



CARL ALBERT
STATE COLLEGE
EST. 1933

Sexual Misconduct

Definitions and Descriptions

SEXUAL MISCONDUCT offenses include, but are not limited to sexual harassment/discrimination, nonconsensual sexual intercourse, actual or attempted, non-consensual sexual contact (or attempts to commit same), sexual coercion, and sexual exploitation.

SEXUAL HARASSMENT can be defined as unwanted sexual attention or action based on one's gender that is so severe, persistent, or pervasive that it unreasonably interferes with the work or educational environment.

SEXUAL VIOLENCE means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into this category including but not limited to rape, sexual assault, sexual battery, sexual misconduct, and sexual coercion.

SEXUAL COERCION is the act of using pressure (including physical pressure, verbal pressure, or emotional pressure), alcohol, medications, drugs, or force to have sexual contact against someone's will or with someone who has already refused.

SEXUAL EXPLOITATION is taking abusive sexual advantage of another.

CONSENT is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. "No" always means "No," and the absence of "No" may not mean "Yes". In order to give effective consent, one must be of legal age and have the capacity to consent. Incapacity may result from mental disability, intellectual disability, unconsciousness, age, or use of alcohol, drugs, medication, and/or other substances.

DOMESTIC/DATING VIOLENCE means committing any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, or a person with whom the perpetrator is or was in a dating relationship.

STALKING can be defined as any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested.

RETALIATION is any attempt to penalize or take an adverse employment, educational or institutional benefit action because of participation in a complaint.

What Do You Do if You

Or a Friend Experiences Sexual Violence

If you or someone you know has safety concerns or needs medical attention, call 911 or go to a local emergency room immediately. After sexual misconduct, a victim has many choices and decisions to make. The CASC Title IX Coordinator and Deputy Coordinators are available to help.

If an assault occurs on campus, contact the CASC Campus Police Department (918) 647-1400.

If an assault occurs off campus, contact 911.

To facilitate evidence collection, victims:

- Should not bathe or douche
- Should not urinate
- Should not drink liquids
- If oral contact has been made, victim should not smoke, eat, or brush teeth
- Clothes should be placed in a paper bag and separated to prevent contamination.

Support for victims:

- It is essential that victims of rape receive medical and emotional treatment and support as soon as possible.
- Cavanal Counseling provides free counseling services for CASC victims of domestic violence, dating violence, sexual assault, and stalking. Choctaw Nation Project SAFE has provided a grant to cover these costs for CASC students., 918-647-0485.
- Students can get assistance or chat through The National Domestic Violence Hotline @ 1-800-799-7233.
- Additional Resources listed at: <https://carlalbert.edu/>

As an open admissions college offering associates degrees and certificates, Carl Albert State College (CASC) does not discriminate on the basis of race, color, national origin, sex, age, religion, handicap, disability, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admission, employment, financial aid, and educational services. Vicki Hill Sullivan serves as the Human Resources Director and Title IX Coordinator and can assist with inquiries about CASC's discrimination, sexual harassment and assault policies. The HR Director

Options for Reporting

Sexual Assault, Discrimination or Harassment

discover-us/human-resources/1-is-2-many/resources/

Sexual assault, sexual violence, sexual battery, domestic/dating violence, and stalking are crimes. Victims are encouraged to report these crimes to the local police department. The quicker law enforcement learns of the incident, the more likely evidence can be collected and preserved and an investigation can proceed. If victims do not wish to pursue criminal charges, they may submit informational reports to campus or local law enforcement, or seek the College's administrative intervention.

When sexual misconduct occurs, students have the option of filing a complaint with the College. The Title IX Coordinator receives reports of any incident of sexual misconduct for faculty, staff, and students. The Title IX Coordinator or Deputy Coordinator take reports, conducts the investigation, and recommends corrective action.

In order to make informed choices when consulting campus resources, persons assaulted or harassed need to be aware of confidentiality and mandatory reporting.

- Some resources may maintain your complete confidentiality, offering you options and advice without any obligation to tell anyone, unless you want them to.
- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report victimization.
- If you are unsure about someone's duties and their ability to maintain your privacy, ask them before you talk to them.

Non-Confidential Reporting Options

- You are encouraged to speak with a campus official, such as a Campus Police officer, the Title IX and/or Deputy Title IX Coordinator to make formal reports.
- You can expect to have your complaint taken seriously by the College, when reported, and to have the incident investigated and properly resolved through administrative processes and through the legal system (if applicable).

Confidential Reporting

- Students can receive free confidential counseling services through Cavanal Counseling, 918-647-0485.
- There are other off-campus resources who will maintain confidentiality and can be found on the