

Bystander anti-harassment training

OzGrav Annual Retreat 2018

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Outline & acknowledgement of country

We acknowledge the Whadjuk Noongar as the Traditional Owners of the land on which we are meeting, and we pay our respects to their Elders, past and present.

Bystander training

(adapted from the LVC Allies, in turn from the Astronomy Allies)

General responsibilities

Responding to need

Case studies



General responsibilities

- Support anyone in need of a friendly ally
 - remember, if approached, this person has chosen and trusted **you**
- Maintain a friendly presence at meetings, especially in troublesome situations
- Respect complete and total confidentiality
 - do not mention any aspect of your interaction, unless given explicit permission



Responding to someone who needs an ally

1. Suggest a private, quiet place to talk
 - Let them suggest a location,
or in case of decision fatigue,
suggest a location



Responding to someone who needs an ally

2. Listen, don't judge

a. Ask questions:

- is it ok if I ask more about what happened so I can better understand?
- what, where, how, & maybe who (if comfortable) [try to avoid `why']

b. AVOID judging questions:

- why were you there?
- why were you drinking?
- what were you doing out so late?
- why didn't you leave/speak up/etc?
- why did you wait so long to tell anyone?



Responding to someone who needs an ally

3. Give them total control over how to proceed
 - a. Ask permission before acting
 - 'I want to write down some notes so I can remember the details, is that OK?' (offer to not write names)
 - 'I want to approach this person and inform them that this behavior is not appropriate, is that OK?' (i.e., in cases where intention may be teasing)
 - b. Explicit 'yes' consent (i.e., 'is it OK if', not 'do you mind if')
 - c. Listen, advise on future actions. Never pressure
 - Sometimes even 'I advise X, would you be comfortable with that' is pressure
 - Try laying out different options and exploring one-at-a-time: possible choices



Responding to someone who needs an ally

4. **Encourage** them to seek help/resources when appropriate (don't insist)
 - a. **Single instance of a dispute or argument:**
 - You might suggest they approach the person(s) in question themselves for more minor incidents.
 - You could offer to prepare/role-play that conversation with them
 - b. **Harassment or ongoing bullying:**
 - Example: sexual harassment/assault, racial abuse, feeling unsafe/bullied
 - Might have them talk with Ombudspeople [Tamara Davis & Virginia Kilborn], or advisor and/or chief investigators
 - Offer to introduce/join meeting as an ally



Responding to someone who needs an ally

- In the case of assault,
strongly encourage them to speak with local authorities
ASAP
- Allies:
help investigate and explore options in the context of the situation
(i.e., is it better to approach police or institution authorities first)



Case Studies

(discussed privately: contact organizers for more details)



Additional resources

- 'A career in [gravitational-wave] astronomy is a joy and a privilege, and one that we firmly believe should be open to all. Harassment and bullying force talent out of our field, and as such have no place in it.' - citation: <https://docs.google.com/document/d/14c77S8HVshiEUXvuZD93vzw1Xg9TIMtxc5oZpaGB-wl>
- OzGrav Code of Conduct: <http://www.ozgrav.org/code-of-conduct.html>
- Australian Human Rights Commission, sexual harassment in the workplace: <https://knowtheline.humanrights.gov.au/>
- *In development: 'information escrow'* <https://www.projectcallisto.org/>

Thank you

Be not only a **bystander**: be a **responsible scientist**



ARC Centre of Excellence for Gravitational Wave Discovery



Australian Government
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