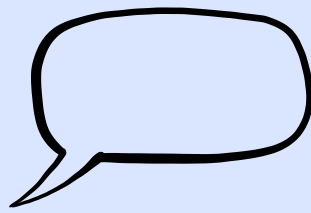


BYSTANDER INTERVENTION FOR RAINBOW SAFETY

IDENTIFYING VIOLENCE

Derogatory language



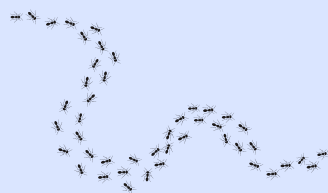
- May be used with or without a harmful intent.
- Includes slurs, insults and language that is used to undermine someone's identities or safety.



Microaggressions

- Comments and actions that communicate that rainbow people are less important, valid or trustworthy.
- Microaggressions may seem small in isolation. When experienced many times in a day or week however, they often add-up and have a significant impact on wellbeing.

Invasive Questions



- About people's bodies, sexual practices or personal lives. This may include expecting individuals to explain complex ideas or speak for their entire community.
- Questioning someones identities and/or sexuality.



Erasure & Invalidation

- Comments or actions that explicitly or implicitly deny the existence of a person or group of people, or their experiences.
- Being seen and accepted is an important feature of healthy relationships. Having these fundamental needs denied makes it harder to be in a healthy relationship, family, or community
- This may include deliberate misgendering, which is a form of harassment.

Physical



- Physical violence occurs when someone uses a part of their body or an object to harm someone.
- Physical violence can include pushing, hitting, choking, etc; threats of violence; damaging personal property; threatening or harming children, pets or other loved ones.
- The impacts of physical violence can be psychological, social and spiritual as well as physical.

BYSTANDER INTERVENTION FOR RAINBOW SAFETY

WAYS TO INTERVENE

Safety First



- Think about the physical safety of yourself and those around you first - assess if your actions may escalate the situation.



Calling In

- This approach involves directly addressing the harm, but in a private context between you and the person who is doing the harmful behaviour.
- This approach can be more effective, particularly with people who are likely to have a defensive reaction.



Calling Out

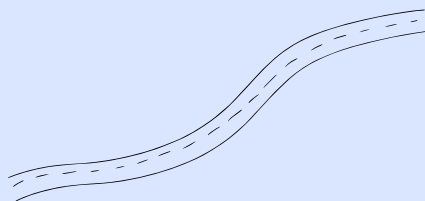
- This involves directly addressing the harm in front of anyone who has witnessed it.
- Benefits to this approach include establishing new group norms and actively showing support for the person who is being harmed.
- Drawbacks include social awkwardness, safety and possible defensiveness from the person being called out.



Distraction

- Stepping in to change the subject can be a good way to immediately prevent harm from happening.
- While this approach does not address the root cause, it does help the rainbow person who is being harmed.

Physical Distance



- Physical distance is a good strategy to protect people from both physical and psychological harm. Most forms of physical violence will be prevented by distance.
- This can be small things like sitting your rainbow relatives away from homophobic relatives at events, or more significant acts like helping a transgender relative to move out of a household with transphobic relatives.