**Alt Text: Bystander Intervention Resource**

Page 1

Dark blue text on a light blue background reads:

Bystander intervention for rainbow safety

Identifying violence

A speech bubble comes out of the side of an orange text box. The text inside the box reads:

Derogatory language

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

A drawing of a person with long hair with an angry expression and storm clouds around her head sits next to a purple text box. The text inside the box reads:

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.

A drawing of a path of ants sits next to an orange text box. The text in the box reads

* 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.

A drawing of two faces enmeshed with each other sits next to a purple text box. The text reads:

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.

A spikey impact mark sits next to an orange text box. The text inside the box reads:

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.

In the bottom right corner text reads Rainbow Violence Prevention Network.

In the bottom left corner text reads [www.rnpv.nz](http://www.rnpv.nz)

Page 2.

Dark blue text on a light blue background reads:

Bystander intervention for rainbow safety

Ways to intervene

A hazard sign sits next to an orange text box. The text inside the box reads:

Safety first

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

Two hands embrace a heart, next to a purple text box. Text in the box reads:

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.

A hand holds a megaphone, next to an orange text box. Text inside the box reads:

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.

Three fireworks explode side by side, next to a purple text box. Text inside the box reads:

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.

A road sits next to a orange text box. Text inside the box reads:

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.

Text in the bottom left corner reads

Rainbow Violence Prevention Network

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www.rvpn.nz