

SURVIVAL TIPS!

responding to harassment and bias



❖ Be safe—support yourself!

You don't have to confront anyone if you're not comfortable. Educating others is important, but your first priority should be your own safety and mental health. Build a support network of people who understand your circumstances and who'll listen to you vent and help you problem-solve. To get started visit the Diversity and Equity Center (DEC), located in building 27 to the left of the stage, or contact Eileen Yoshina (eyoshina@spscc.ctc.edu).

❖ Confront them productively

If you're in a safe place and a good mindset to deal with confrontation, you can follow this format:

- 1) **Ask a question.** Sometimes in the process of answering your question people will realize what they said or did conveyed the wrong message, and they'll clarify their statement.
- 2) **Listen.**
- 3) **Speak your truth.** We can't stop others from expressing their opinions, but you have a voice too! Explain the impact of their statement: speak to their actions, their words, their use of images etc., not to their character. (For example, say "*That statement is racist*", not "*I think you're a racist*".)

❖ Report it!

Individuals who have experienced harassment can go to a **SafeZone** to find immediate physical security and access other support. SafeZones are located all over campus and are marked by these signs:



Reporting incidents of harassment, even minor ones, helps the SafeZone Team in monitoring and responding to the long-term campus climate.

You can fill out a reporting form (even anonymously) at any SafeZone, or by calling Security at (360) 754-7711 ext. 5300. Forms are also available online: <http://www.spscc.ctc.edu/sites/spscc/upload/filemanager/Getting-to-Know-Us/Security/BIRT-REPORTING-FORM.doc.pdf/>.

❖ Support others

You can support other people who have been targeted by bias. Build your own ally skill set by attending trainings on campus and by reading—check out the Diversity Library in the DEC!