Training Bar Staff to Stand Up Against Sexual Violence
Agreements

- Self-care
- Confidentiality
- Take space/make space
- Challenge Zone
- All is optional
- Parking lot questions
- Others?
Research Shows...

The environment around an aggressor can make a difference in their behavior and help prevent sexual harassment and assault.

This means bar, restaurant, brewery, and distillery staff, as well as sales, supplier, distributor, events, and brand teams are in the perfect position to establish a safe, respectful environment where these behaviors aren’t tolerated.
Harassment in the Industry

66% of women employed in restaurants have been harassed at work.

44% of men employed in restaurants have been harassed at work.
2019 Study Results

81% HAVE BEEN SEXUALLY HARASSED VERBALLY

43%

For all slides, insufficient data for non-binary people
You Can Get Involved

PATRON  

STAFF

PATRON

STAFF
Problematic Behaviors

Annoying

Identify behaviors you heard described in the local stories, and decide whether they were annoying, dangerous, or could kill you or somewhere in between. Please also share behaviors you’ve witnessed (or heard about) at work and in everyday life.

Dangerous

Could Kill You

Copyright Safe Bars 2022
A Quick Quiz
How Can You Tell If Someone Is NOT Okay?

• Leaning/turning away
• Looking away/eye contact
• What’s in a smile?
• What else?
## Intervention: The 5Ds

<table>
<thead>
<tr>
<th></th>
<th>With the Aggressor</th>
<th>With the Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Distract</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Delegate</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Document</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Delay</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
Role Plays!
Responsiveness

• Our response makes a big impact
• Believe them
• Ask clarifying questions, only if necessary
• Let them decide what to do
• Stay with them every step of the way
Check Us Out

www.safebars.org
info@safebars.org
301-608-3708
FB, IG, Twitter: @safebarshq