



## **Training Bar Staff to Stand Up Against Sexual Violence**





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# 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.



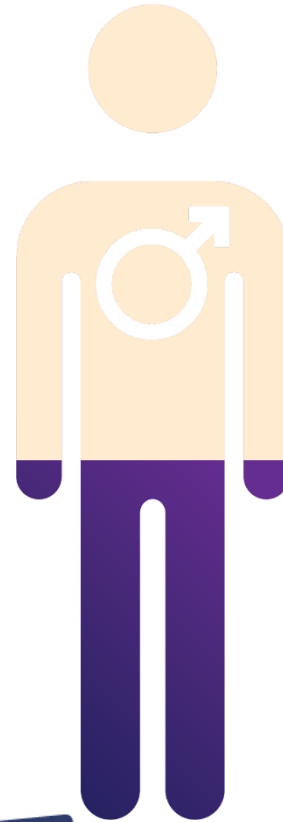


# Harassment in the Industry



**66%**

TWO-THIRDS  
OF WOMEN  
EMPLOYED IN  
RESTAURANTS  
HAVE BEEN  
HARASSED AT  
WORK



**44%**

FORTY-FOUR  
PERCENT OF MEN  
EMPLOYED IN  
RESTAURANTS  
HAVE BEEN  
HARASSED AT  
WORK

**THRIVE**

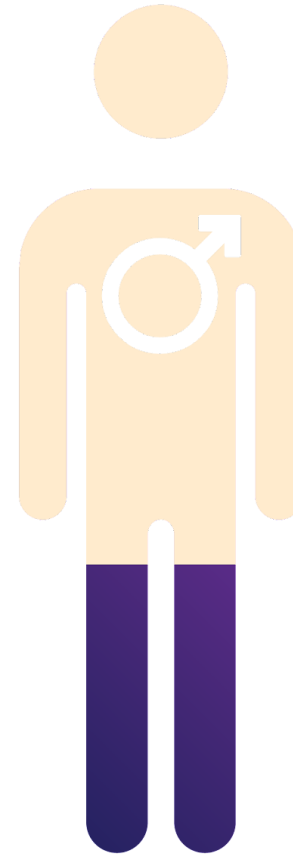


# 2019 Study Results

**81%**



HAVE BEEN  
SEXUALLY  
HARASSED  
VERBALLY



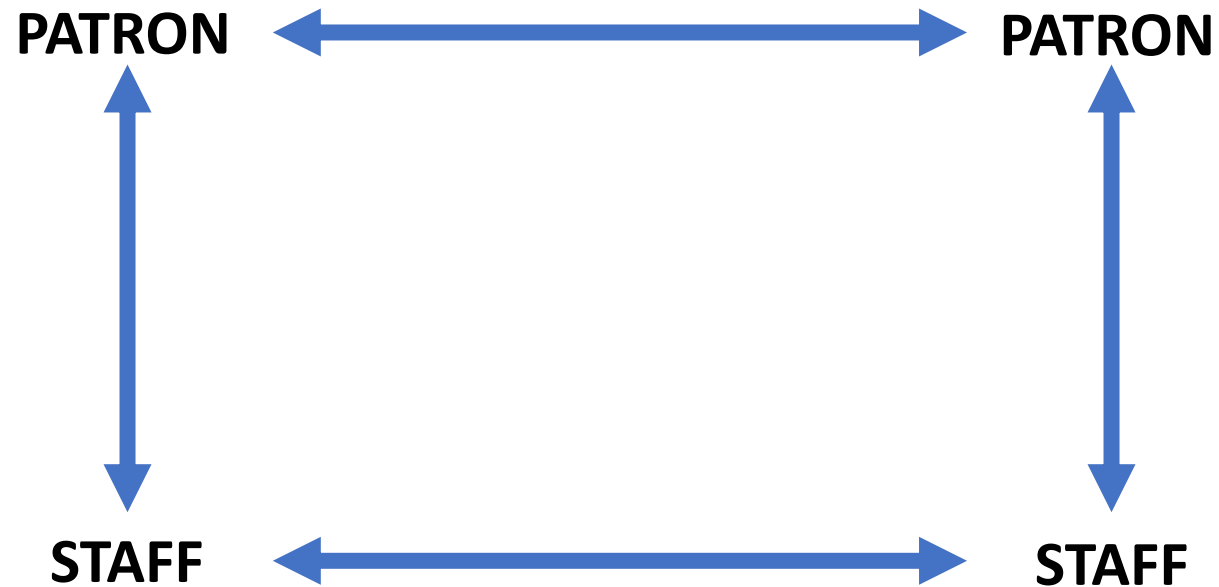
**43%**

For all slides,  
insufficient  
data for non-  
binary people





# You Can Get Involved





# Problematic Behaviors



**Annoying**

**Dangerous**

**Could Kill You**

**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.**







# 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

	With the Aggressor	With the Target
<b>Direct</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Distract</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Delegate</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Document</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Delay</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>





# 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

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# THRIVE

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