WHAT IS A Bystander?
A bystander is any person who is present at an event or incident but does not take part.

WHAT IS BYSTANDER INTERVENTION?
Bystander Intervention involves developing the awareness, skills, and courage needed to intervene in a situation when someone needs help. It allows individuals to send powerful messages about what is acceptable and expected behavior in our community.

THE 5 STEP DECISION-MAKING MODEL
1. Notice the Event
2. Interpret the Event as a problem
3. Take personal responsibility to intervene
4. Decide how you are going to intervene
5. Decide to Intervene

RULES FOR BYSTANDER INTERVENTION
Do NOT put yourself at risk.
Do NOT make the situation worse.

More TIPS:
- Intervene at the earliest point possible
- Look for early warning signs of trouble
- Intervening does not always mean confronting
- Ask for help!

THREE “D’S” OF BYSTANDER INTERVENTION
Direct:
Directly intervening, in the moment, to prevent a problem situation from happening

Delegate:
Seeking help from another individual, often someone who is authorized to represent others, such as a police officer or campus official.

Distract:
Interrupting the situation without directly confronting the offender.

Any complaint of gender-based misconduct, including Sexual Assault, may be directed to Director of Equal Opportunity & Title IX Coordinator:

Regina Switzer, J.D.
Director of Equal Opportunity
Oklahoma City Community College
(105-JMC)
regina.a.switzer@occc.edu
(405) 682-7540

Complaints against students may also be directed to the Deputy Title IX Coordinator:

Regina Switzer, J.D.
Director of Equal Opportunity
Oklahoma City Community College
(105-JMC)
regina.a.switzer@occc.edu
(405) 682-7540

Complaints against employees and visitors (including non-credit students) may also be directed to the Deputy Title IX Coordinator:

Jana Legako, J.D., PHR
Director of Employment & Employee Relations
Oklahoma City Community College
(104-JMC)
jlegako@occc.edu
(405) 682-7850

This brochure outlining information about OCCC’s sexual harassment and assault procedures is distributed as a part of the colleges’ compliance with Title IX.
SEXUAL MISCONDUCT offenses include, but are not limited to sexual harassment/discrimination, nonconsensual sexual intercourse, actual or attempted, non-consensual sexual contact (or attempts to commit same), sexual coercion, and sexual exploitation.

SEXUAL HARASSMENT can be defined as unwanted sexual attention or action based on one’s gender that is so severe, persistent, or pervasive that it unreasonably interferes with the work or educational environment.

SEXUAL VIOLENCE means physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. A number of acts fall into this category including but not limited to rape, sexual assault, sexual battery, sexual misconduct, and sexual coercion.

SEXUAL COERCION is the act of using pressure (including physical pressure, verbal pressure, or emotional pressure), alcohol, medications, drugs, or force to have sexual contact against someone’s will or with someone who has already refused.

SEXUAL EXPLOITATION is taking abusive sexual advantage of another.

CONSENT is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. “No” always means “No,” and the absence of “No” may not mean “Yes”. In order to give effective consent, one must be of legal age and have the capacity to consent. Incapacity may result from mental disability, intellectual disability, unconsciousness, age, or use of alcohol, drugs, medication, and/or other substances.

DOMESTIC/DATING VIOLENCE means committing any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, or a person with whom the perpetrator is or was in a dating relationship.

STALKING can be defined as any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that would cause a reasonable person or a member of the immediate family of that person to feel frightened, intimidated, threatened, harassed, or molested.

RETRALIATION is any attempt to penalize or take an adverse employment, educational or institutional benefit action because of participation in a complaint.

If you or someone you know has safety concerns or needs medical attention, call 911 or go to a local emergency room immediately. After sexual misconduct, a victim has many choices and decisions to make, and OCCC Title IX Coordinator and Deputy Coordinators are available to help.

If an assault occurs on campus, contact the OCCC Campus Police Department (405) 682-7872.

If an assault occurs off campus, contact 911.

To facilitate evidence collection, victims:
- Should not bathe or douche.
- Should not urinate.
- Should not drink liquids.
- If oral contact has been made, victim should not smoke, eat, or brush teeth.
- Clothes should be placed in a paper bag and separated to prevent contamination.

Support for victims:
- It is essential that victims of rape receive medical and emotional treatment and support as soon as possible.
- The OCCC Employee Assistance Program (EAP) provides regular full-time employees, regular part-time employees, and Adjunct Faculty and their family members with professional and confidential counseling and referrals as appropriate. The EAP can be accessed by calling CABA at (405) 840-0231.

As an open admissions college offering associates degrees and certificates, Oklahoma City Community College (OCCC) does not discriminate on the basis of race, color, national origin, sex, disability, age or status as a veteran in admissions, financial aid, educational services, employment or any educational programs or activities. Regina Switzer, the Director of Equal Opportunity coordinates compliance with and answers inquiries about OCCC’s nondiscrimination policies, including policies on sexual harassment and sexual assault. Dr. Switzer serves as the ADA/Rehabilitation Act Sec.504 and Title IX Coordinator. The Director of Equal Opportunity may be reached at 405.682 .7540. OCCC is located at 7777 South May Avenue, Oklahoma City, OK 73159, 405.682.1611.