

IT'S NOT OK. HOW TO SPEAK UP FOR **EQUAL** RESPECT.

Tips to help stop discrimination and sexual harassment incidents from escalating.



DISTRACT the participants to interrupt the incident.

You could knock something over or spill something by 'accident', anything to break the focus of the person provoking the incident.

You could ask a colleague being targeted for help with something you're doing.

You could ask a customer being targeted for more information on their order, pretend you know them, or talk to them about something completely random.



DELEGATE by recruiting others to help.

Look for a delegate close by who is ready and willing to help. Call for your supervisor/team leader/manager, security, or seek help from your colleagues or even members of the public if the situation is getting worse.



DOCUMENT what is happening.

Be sure to include the date, time, and place in recordings or notes and keep them on file. They may be needed later. After the incident is over, offer what you documented to the person being targeted. **Do not post any recording online without the consent of the person being attacked**, it could just cause them more trauma.



DELAY stepping in until the incident is over.

Let the person being targeted know afterwards that you saw what happened and it wasn't okay. Ask if they need help or support to contact a friend or family member, or just sit with them for a bit and debrief. Offer them any notes or recordings you have made.



DIRECT approach (use caution with this one).

ASSESS THE SITUATION FIRST to decide whether you and the person being harassed are physically safe before speaking out. Calmly tell the person doing the harassing that it's not okay. You could say things like:

"This is a WE'RE EQUAL venue. We're committed to equal respect for everyone."

"This business values equal respect for everyone. Being disrespectful is not okay here."

"That person has the right to feel comfortable here, just like you do. Being disrespectful is not okay."

"Please be respectful or leave the premises."

Ring SA Police on 000 immediately if things turn violent.



Government of South Australia
Equal Opportunity SA

**We're all different, but we
all deserve equal respect.**

