

# STEPS OF INTERVENTION



STEP 1: Notice the Event (Look, and Listen)

STEP 2: Interpret it as a problem (Read body language, examine the environment)

STEP 3: Assume personal responsibility (YOU CAN offer support)

STEP 4: Know how to help (Indirect or direct; consider immediate and future resources)

STEP 5: Step UP (Cause a distraction, get support, ask a question, use resources)

The Five D's are different methods you can use to support someone in need and demonstrate we have the power to make the community safer. Remember, we all can do something.

**Direct** You may want to directly respond to what is happening. Before you decide to respond directly, assess, are you physically safe?

**Distraction** Distraction is a creative way to intervene. The aim is simply to derail the incident by interrupting it.

**Delegate** Delegation is when you ask for assistance, for a resource, or for help from someone.

**Delay** If you can't act in the moment, you can make a difference by checking in with the person after the fact.

**Document** It can be helpful to record an incident, but remember to stay safe and be respectful of documenting someone and their experience.

## You Are Powerful

Everyone can do something. At this time in our history, it is even more important that we show up for one another as active bystanders. Research shows that even a knowing glance can significantly reduce trauma for the person who is targeted. One of the most important things we can do is to let the person know, in some way, however big or small, that they are not alone.

# On Campus Resources

- Affirmative Action and Equal Opportunity Office
- Blue Light System
- Bias Response Team
- CARE Report Form
- Counseling and Psychiatry Services CAPS (confidential for students)
- Dean of Students Office
- Employee Assistance Program (confidential for staff)
- Interfaith Center
- Living Well
- Medical Amnesty Program
- Mosaic Center for Students of Color
- Office of International Education
- Prism Center
- Police Services
- ResLife staff
- Student Health Services
- Vice Provost and Dean of Students
- Victims Advocate (confidential)
- Student Accessibility Services

\*NOT an exhaustive list of resources. If you're not sure how to access these resources, ask a Step Up Facilitator or reach out to a Living Well staff member.

IF NOT YOU, THEN WHO?

COMMUNITY VALUES  
UVM  
**STEP UP**  
THINK CARE ACT  
JUSTICE  
RESPONSIBILITY