The B.A.D.A.S.S. Campaign teaches community members how to identify potential problems or dangers, as well as the skills and resources to intervene in order to maintain safety and to support community members in distress get appropriate support and assistance.

Being a B.A.D.A.S.S. means recognizing that we all play a role in keeping our community safe and fun.

B.A.D.A.S.S. stands for Be Aware, Decide to Act, Say Something.

**Be Aware**

The first step to ensuring a safe community is becoming aware of the safety concerns that might be present. Sometimes behaviors happen so often that we just kind of shut down and stop really consciously noticing them. So, we need to critically look at what we see as “the norm.”

- Jokes about sex, gender, sexual orientation, or sexual behavior: In our society, people often make jokes about sex. We sometimes even pride ourselves on the cleverness of our double entendres. But jokes or slurs can be experienced as harassing. For instance, when labels are routinely applied only to certain groups of people (i.e., “slut”), or identities/behaviors are used as a way of cutting others down (i.e., “gay”).
- Excessive drinking: This is not an uncommon experience for CC students. As a result, people sometimes think things like, “It’s no big deal. Everyone drinks like that.” In reality, about 32% of CC students don’t drink at all; and about 1,825 college students die from alcohol-related injuries each year in the U.S.
- Inappropriate expression of anger: Our society doesn’t offer us very many models for healthy and productive expression of anger. We often see angry people shouting, hitting, and breaking things. But these behaviors can be destructive—to people and property.
Sometimes we don’t recognize the connections between behaviors we see as problematic and behaviors we see as OK or “typical.”

- **The continuum of sexual violence:** When we don’t respond to that unwanted dance-floor grope, we send messages that we don’t care and won’t respond to violations of personal space and sexual assault. The perpetrator of that unwanted grope (or others who see it) may then feel empowered to grope someone’s genitalia, or to rape. If we step in on the “smaller” things, we send big messages which help to prevent and stop the “bigger” things, too. In reality, we all have the right to have our personal space respected, and dance-floor groping is not ok. In fact, it’s against Colorado law and Colorado College policies.

- **The continuum of vandalism:** Your RA will tell you that it’s common for them to see their bulletin boards vandalized. And perhaps because the damage done in those instances is relatively minor, people often don’t say anything. But when we don’t respond to someone drawing penises on the bulletin board our RA spent hours making for us, it sends a message that we as a community don’t value other people’s space and values, or that we don’t take pride in the place we live.

**Recognize that there are often opportunities to intervene Before, During and After a dangerous incident**

- **Before:** risky behaviors that could escalate to something more serious
  - Inappropriate jokes: Jokes, whether they are sexist, racist, or homophobic are the foundation of things like harassment, discrimination, exclusion and assault.
  - Excuses for inappropriate behavior: When we accept the excuses that are made for inappropriate behavior (often by blaming the victim—“she provoked his anger,” “she was asking to be f***ed”), we are tacitly approving of the behavior.
  - Vulnerable people: Pay attention to power differences in social situations. A person who is drunk or high can be vulnerable because their ability to understand the situation they are in and make decisions for themselves is impaired. A first year student on campus can be vulnerable because they do not yet know how the social system works and they don’t know their resources as well. A small person can be vulnerable to a larger more physically powerful person.

- **During:** an incident involving some kind of violence
  - Seeing or hearing violence. Violence can be physical (pushing, hitting, slapping, grabbing) or verbal (yelling).

- **After:** disclosure or signs that someone may be hurt or in distress
  - Disclosure. Someone might share that they were assaulted or abused. A perpetrator might talk about their own behavior.
  - Signs of distress. Things like signs that someone has been crying, or changes in behavior, mood, hygiene or routine can be signs of distress.

**Educate yourself about the situations and behaviors that might cause dangerous situations for you and your friends.**
Decide to Act

Feeling Responsible for Dealing with the Problem.

- Don’t Fall Victim to the Bystander Effect: When many people witness an event, it is common for them to all often think that someone else will do something, so no one takes action. Although we want all members of our community to recognize that they have a responsibility to act.
- Empower Your Friends to Take Action: When people recognize that they can be part of a solution, they often feel more empowered to act. You can empower your peers by modeling taking action for dangerous or inappropriate situations, or making note when someone else does. Talk to your friends about the variety of ways you can take action—see below for more info on this!
- Own Your Own Role: When people recognize their own role in the problem (i.e., I know that I’ve made assumptions or said mean things that have hurt people in the past), can sometimes increase people’s sense of responsibility.

Say Something

Possessing the Necessary Skills.

- There are many reasons that people do not take action—they can be influenced by the fact that no one around them is acting; they can be fearful of retaliation or embarrassment, or just not knowing what to do. Sometimes people think that taking action/being an active bystander means directly confronting someone. It certainly can mean that, but it doesn’t have to. It’s so important to recognize that there as many ways of intervening in a situation as there are people (more, even!). And whatever action someone takes is a positive thing.
  - ***Direct*** intervention means that I will do something directly. Often, this means confronting someone about their behavior. Confrontation can include expressing concern, sharing the basis of your concerns, sharing how it makes you and others feel, asking if they understand your point of view, brainstorming what can be done, offering support for change, and planning for follow-up.
    - Understanding the difference between the Impact and the Intention is important here.
    - Even within direct intervention, there are many, many ways to intervene in a given situation.
  - ***Delegation*** means that I will take action by asking for assistance from someone else. Recognizing who my allies and resources are is imperative for delegation.
  - ***Distraction*** can be the Action. We can derail some problematic behaviors by distracting the person or the whole group. Sometimes we can shift the focus by reframing someone’s comments.

Whenever there is an imminent threat to someone’s safety, intervention must happen now. In other situations, though, we can sometimes have a little room to think and engage in some kind of response or intervention after-the-fact.

Know your resources:

- Friends, Residential Life Staff, Campus Safety, the Sexual Assault Response Coordinator, the Counselor On-Call and the Colorado Springs Police Department are all resources in the moment.
• Campus resources like Campus Safety, Campus Activities, the Sexual Assault Response Coordinator, the Wellness Resource Center, The Butler Center, Accessibility Resources, Residential Life and the Counseling Center can all be resources to learn more about how to confront inappropriate behavior, have difficult conversations, and other ways to take action to keep your community safe.

On-line resources for Bystander Intervention:

Mentors in Violence Prevention: http://www.mvpstrategies.net/
Teaching Tolerance: A Project of the Southern Poverty Law Center:
ThinkB4YouSpeak: http://www.thinkb4youspeak.com/
You Can Play Project: http://youcanplayproject.org/
Hollaback!: http://www.ihollaback.org/
Men Can Stop Rape: http://www.mencanstoprape.org/

A healthy, engaged community contributes to individual wellness.

Be a B.A.D.A.S.S. Active Bystander.
Be Aware. Decide to Act. Say Something.