

BRAVE SPACE



Speak for yourself, not for others

Discuss with the Purpose of Generating Greater Understanding

Respond to the idea, not the person



TYPES OF RELATIONSHIPS





HOW DO WE DEFINE THEM AND WHAT MIGHT THEY LOOK LIKE?



FRIENDSHIP

Unhealthy friendships often result in an unbalanced dynamic. With toxic friendships, people ridicule one another, gossip or spread rumors, or act mean to one another.

What is friendship?

Friendship can be defined as the enduring affection and trust between two people.

Healthy friendships are fulfilling and genuine. They make you feel like a better and happier individual. You feel supported by the other and in turn, support them.

FRIENDSHIP



DO: Communicate your

feelings

DO: Actively listen and provide

a helping hand

DO: Affirm one another's

identities



DON'T: Bottle things up for later.

DON'T: Ignore their problems

and feelings to talk about yours.

DON'T: Gossip or spread rumors about them.

FAMILY

What is a family?

A family unit is often defined as two or more related individuals.

Dysfunctional family relationships often leave
individuals feeling invalidated
and unsupported.

Healthy and functional families
leave individuals feeling supported
and validated. They trust the other
members within the family unit
with their feelings and opinions
and aren't scared of being honest
and vulnerable with them.

FAMILY



DO: Set clear boundaries

DO: Work together to create

a safe space

DO: Spend time together

where everyone is involved!



DON'T: Yell at and insult one

another

DON'T: Criticize before hearing

someone out

DON'T: Belittle a member for

choices that don't hurt anyone

ROOMMATES

Roommates who break
boundaries and contracts
exhibit unhealthy behaviors.
This can result in a lack of
communication and possible
confrontations.

What are roommates?

Roommates are individuals who live together and can have separate or shared bedrooms, often, roommates are not related.

Roommates who respect one another's boundaries and space exhibit healthy behaviors. They communicate well with each other and don't feel violated in their living space(s).

ROOMMATES



Do: Make your values and

boundaries clear

DO: Ask questions about what

your roommate is okay with

DO: Work towards

compromise, together!



DON'T: Assume you can bring

someone over

DON'T: Take anything that isn't

yours without permission

DON'T: Let your roommate

disrespect your boundaries

ROMANCE

Unhealthy partnerships often leave individuals feeling on edge, displeased, or frustrated. And partners who breach one another's boundaries can cause distrust in the relationship.

What is a romantic relationship?

Romance can look very different for everyone. But for the purpose of this presentation a romantic relationship is any physical or emotionally intimate relationship between two or more people.

Healthy partnerships are fulfilling and comfortable. Boundaries are respected and both partners feel safe and loved by each other. They may disagree but they do not fight with one another.

ROMANCE



DO: Inform your partner of

boundaries and triggers

DO: Respect when your partner

has set a boundary

DO: Communicate any tension

you feel in the relationship



DON'T: Lie to your partner

DON'T: Pressure your partner

into any kind of physical

intimacy

DON'T: Assume what your partners boundaries are

PROFESSIONAL

Unhealthy workplace
relationships Unhealthy
workplaces often carry
characteristics that infringe upon
or cause harm to people's mental,
physical, and/or emotional
wellbeing whenever there are in
that particular environment..

What is a professional relationship?

There are various types of professional relationships — and boundaries — that are important to maintain. This is so your professional life doesn't cross into your personal life in potentially damaging ways.

Healthy workplace relationships Are centered around shared goals, common knowledge, and mutual respect for boundaries. ...

PROFESSIONAL



DO: Use words of affirmation such as "good job" or "thank you for your help"

DO: Appreciate each other's role

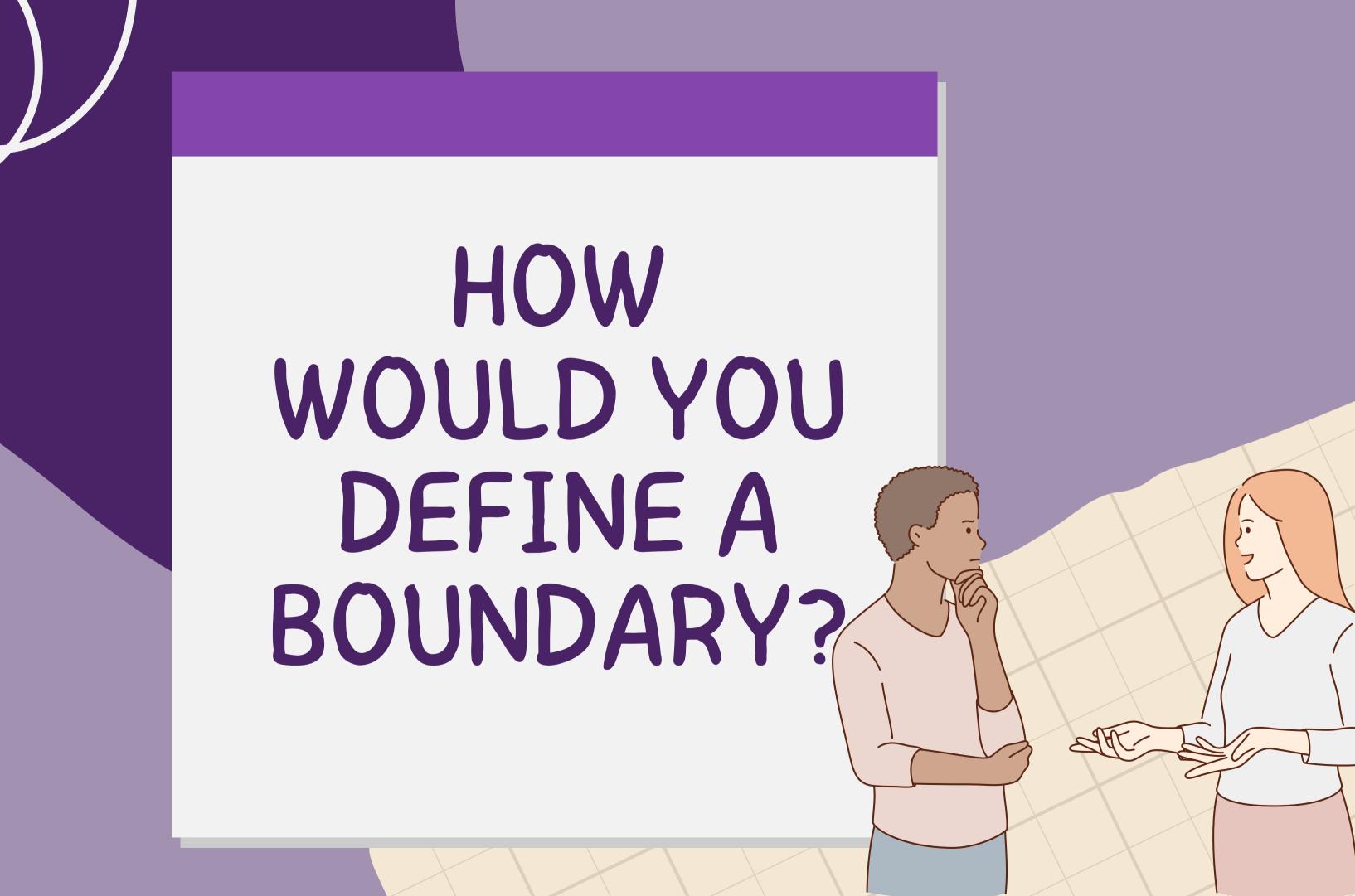
DO: Clear and honest dialogue



DON'T: Always make yourself available

DON'T: Be afraid to share new ideas or alternative points of view

DON'T: Have constant criticism



What is a Boundary?

AN EXPECTATION OR NEED THAT HELPS YOU FEEL SAFE AND COMFORTABLE IN YOUR RELATIONSHIPS

HOW TO SET BOUNDARIES

The Two Parts of Boundary Setting:

- Communication
 - Developing and articulating
- Action
 - Ongoing enforcement

HOW TO COMMUNICATE A BOUNDARY

STEP 1 - BE CLEAR

- Be as straightforward as possible
- Keep a level, calm tone
- Don't use complicated words or jargon
- Be as precise/specific as possible

STEP 2 - DIRECTLY STATE YOUR NEED/REQUEST, OR SAY NO

- Don't just mention what you don't like
 - ask for what you need or want
- Identify expectations or decline the offer



DEAL WITH DISCOMFORT

Discomfort is the number one reason we want to bypass setting boundaries. It's common afterward to feel guilty, afraid, sad, remorseful, or awkward.

<u>If you're feeling guilty after setting a boundary, remember:</u>

- It's healthy for you to have boundaries.
- Other people have boundaries that you respect.
- Setting boundaries is a sign of a healthy relationship.
- If boundaries ruin a relationship, your relationship was on the cusp of ending anyway.
- Like all feelings, guilt will come and go. Trust that it is part of a complicated process feel it, but don't focus on it.

BOUNDARIES WITH DIFFICULT PEOPLE

Examples of people being difficult when you set a boundary:

- <u>Pushback</u>: they ignore that you mentioned a boundary and continue to do what they want.
- <u>Testing limits</u>: they try to sneak, manipulate, or get one past you. They attempt to do what they want, but in a way you might not notice.
- Rationalizing and questioning: they challenge the reason for your boundary and its validity.
- **<u>Defensiveness</u>**: they challenge what you said or your character, or make excuses about how their behavior is okay.
- <u>Silent treatment</u>: they stop talking to you because they didn't like what you said. This tactic is used with the hope that you'll take back your boundary.

5 WAYS TO COMMUNICATE A BOUNDARY

Passive: Letting it slide.

Passive-Aggressive: Acting upset without clearly stating your needs to the other person.

Aggressive: Being rigid, inflexible, and demanding about what you need.

Manipulative: Coercively attempting to get your needs met.



HOW TO ENFORCE BOUNDARIES

- "Remember when I told you _
 made me uncomfortable?"
- "You crossed a boundary just then, was something about it unclear to you?"
- "Please don't do that, it makes me uncomfortable."

What other ways might you enforce or reinforce a boundary?

HEALTHY COMMUNICATION

Use "I" language

Active/reflective listening

Hold space

Honor boundaries

Validate/affirm emotions/experiences



consent is:

CLEAR COHERENT WILLINGONGOING.

CLEAR

COHERENT

WILLING

ONGOING

CONSENT IS ACTIVE.

PEOPLE INCAPACITATED BY DRUGS AND ALCOHOL CANNOT CONSENT.

UNDER PRESSURE.

CONSENT MUST BE GRANTED

EVERY TIME.



There are many reasons why someone may not want to be intimate.

When someone says "no" remember the following:

DO: let them know you aren't upset, and that it's okay for them to say no.

DO: ask them what they want

DO: be thankful they're comfortable enough in the relationship to be honest with you.

DO NOT: pout, throw a tantrum, be passive aggressive, pester, continue asking or interrogate.

DO NOT: complain about being disappointed.

DO NOT: use tactics to get them to change their minds.

CONSENT & FAITH/CULTURE



PHYSICAL VIOLENCE

POWER

AND

CONTROL

BLAMING,

DENIAL

COERCION AND THREATS

Verbal and written threats to hurt, kill, end the relationship, commit suicide report to authorities ACADEMIC ABUSE

Controlling money, stealing money, preventing partner from getting or keeping a job or finishing a degree

ECONOMIC AND

SOCIETAL PRIVILEGE

Enforcing traditional gender roles, racism, using community influence

USING CHILDREN FRIENDS OR LOVED ONES

Causing guilt about relationships, using others as messengers, threatening loss of kids or friends, manipulating relationships

INTIMIDATION

Threatening looks, actions, gestures; destroying property; abusing pets; displaying weapons

EMOTIONAL ABUSE

Excessive criticism, humiliation, crazy-making (gaslighting), guilt

ISOLATION

Controlling contact with friends and family, policing web and phone use, moving away from MINIMIZING, support systems

responsibility for abuse, denying abuse happened, saying abusive incident wasn't that bad SEXUAL VIOLENCE

Shifting blame and

NEGOTIATION & FAIRNESS

- mutually satisfying compromise
- accepting changes

ECONOMIC PARTNERSHIP

- makes money decisions together
- both partners benefit from decisions

EQUALITY

SHARED RESPONSIBILITY

- fair distribution of work
- makes family decisions together

RESPONSIBLE PARENTING

- shares responsibility
- being a positive, non-violent role model for kids

NON-THREATENING BEHAVIOR

talking & acting in a way that makes the other feel safe

RESPECT

- non-judgemental listening
- emotionally affirming
- · values opinions

TRUST & SUPPORT

- supports life goals
- respects the right for one to have their own
 - ° feelings
 - ° opinions
 - ° friends

HONESTY & ACCOUNTABILITY

- takes responsibility for self
- admits wrongdoings
- talks openly



"I'm not feeling heard by you."
"How can I support you?"

Individual is supportive
Individual views you as an equal
They are respectful of your opinions
They listen without interrupting
Individual is trusting and trustworthy
They respect your boundaries

"You never listen to me!"
"It's not always about you."

Individual is short-tempered
Individual calls you names or insults
They are controlling of your opinions
They interrupt and don't respect you
Individual is untrustworthy or untrusting
They invalidate or disregard boundaries

PPM 3-32

The University considers unconsented conduct as unwelcome conduct although consent, alone, does not necessarily indicate that conduct was welcomed.

PPM 3-32, Discrimination, Harassment, and Sexual Misconduct (including Title IX)



PPM 3-32, Discrimination, Harassment, and Sexual Misconduct (including Title IX)

Responsible Office: AA/EO



Amnesty Policy (§9.11)

"University will not sanction an individual who makes a good faith report regarding sexual violence that was directed at them or another person for a violation related to the use of drugs or alcohol that is discovered because of the report."

TITLEIX

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

U.S. Dept. of Education, 1972, 20 U.S.C. A§ 1681 ET. SEQ.



Rep. Patsy Mink 1927-2002

RESTRICTIVE MASCULINITY

also known as:

Toxic masculinity

Hegemonic masculinity

Hypermasculinity

WHY RESTRICTIVE MASCULINITY?

Other terms can have a negative connotation about masculinity. Masculinity itself is not toxic, but it can become restrictive when men feel the need to conform to rigid gender roles to get ahead at all costs.

Here are some examples:

"That's gay"

Being dominant over women and other men

Not asking for help

feminine traits "Suck it

Ignoring pain and/or

not getting proper

medical care

Rejecting any and all

"Man up!"

Engaging in violence

Restraining emotions, except for pride and anger

Showing strength/aggression in conflict

"Don't be a pussy!"

Not engaging in housework or caregiving

"Little b***h!"

Avoiding expressing affection for friends

Engaging in dangerous activities

"Boys don't cry!"

up!"

Being sexually promiscuous and dominant

Avoiding losing at all costs

Only feeling worthy if you have money, power, status, and influence

Acting like a bully to maintain constant advantage

"No homo"

WHAT ARE SOME CONSEQUENCES OF RESTRICTIVE MASCULINITY?

Shorter life expectancy

Undiagnosed mental illness

Surface-level relationships that lack real intimacy

Interpersonal violence

Higher rates of incarceration

High rates of substance abuse

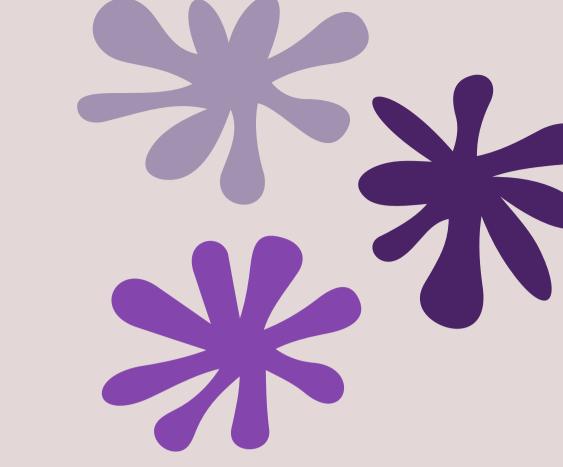
Higher suicide rates

BYSTANDER INTERVENTION

What is a bystander?

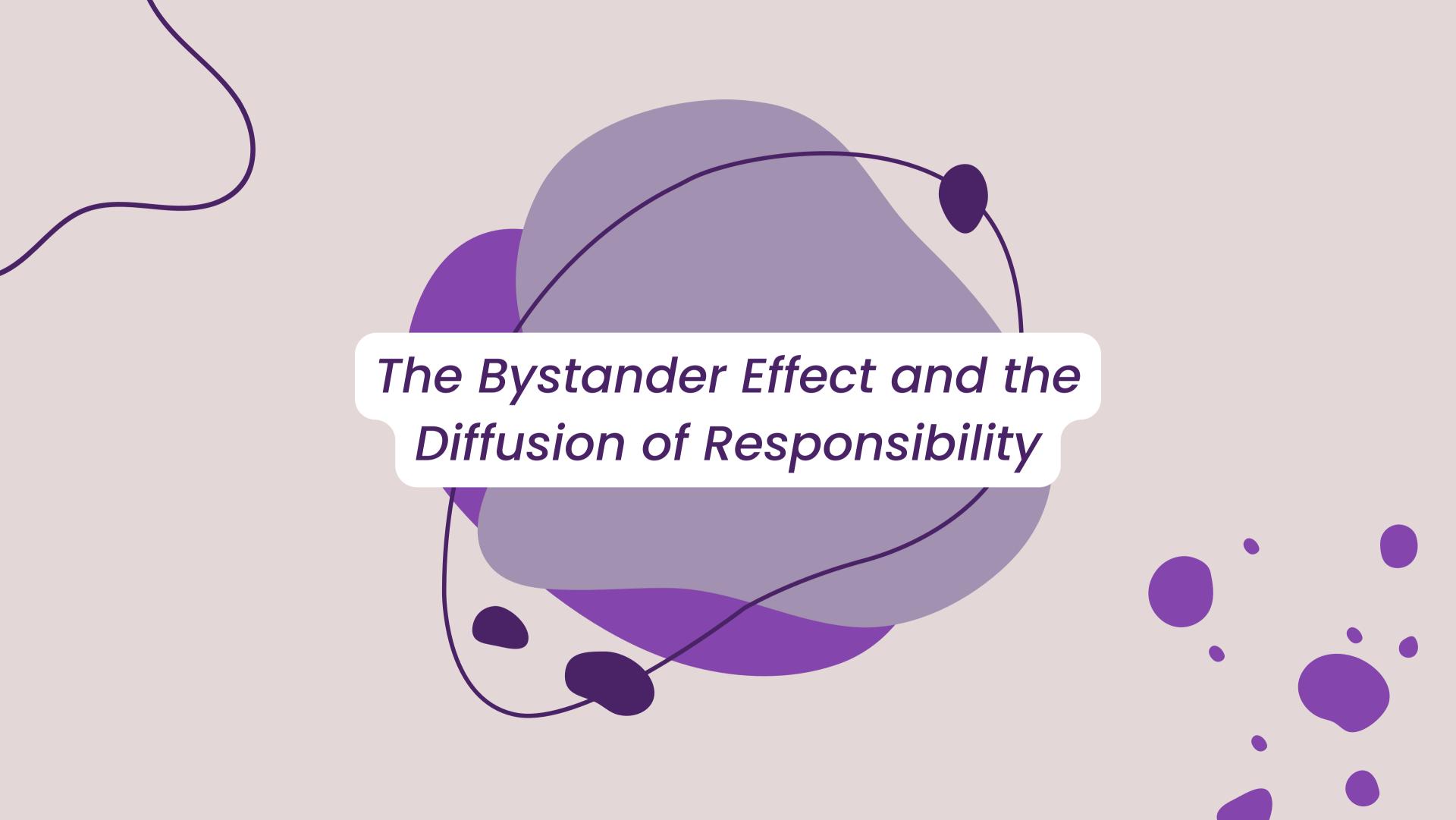


BYSTANDER INTERVENTION



Bystander

a person who is present at an event or incident but does not take part.



I'm running late for work...



I'm afraid I'll make things worse...



It's harmless...right?



It's not my problem...



DIFFUSION OF RESPONSIBILITY



"Diffusion of responsibility" is the idea that someone else already has, or will, take responsibility.

If you're not sure if someone has already helped, ask!

Has anyone done anything?

THE BYSTANDER EFFECT

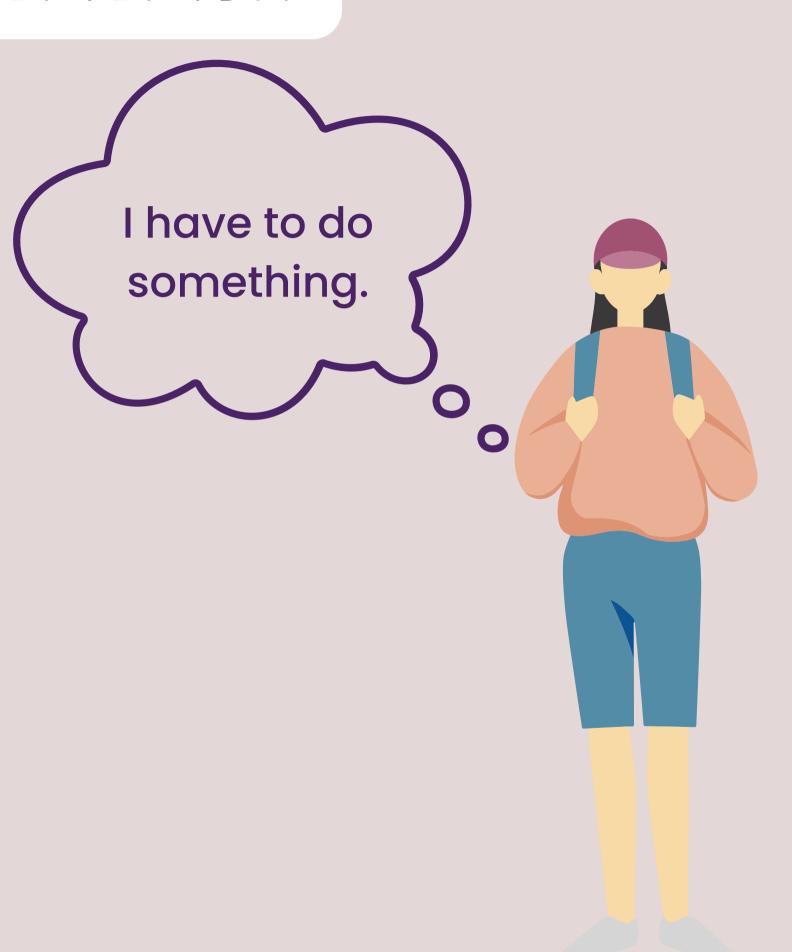


This kind of thinking fuels the "bystander effect" and it allows a whole crowd to wait for someone else to act.

It takes courage to be the first to do something!

BYSTANDER INTERVENTION

Choosing to take responsibility and believing that you can make a difference in a situation that you did not create, for the better.





You realize that something wrong is happening or has happened

You consider what you can do. Do you need help from someone else?

Assess

Assume responsibility

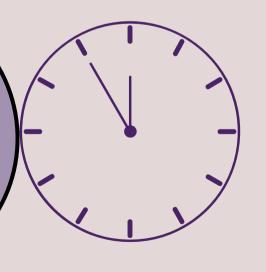
Show you C.A.R.E.!

CARE: CREATE A DISTRACTION



Pretend you know the person being harassed.

Ask for the time or another innocuous question.



CARE: ASK DIRECTLY

Check in with the target.

Ask, "Are you okay? Are
they bothering you?

Question the words or actions of the harasser:
"Why do you say/do that?"

Appeal to the logic of the harasser and let them know the consequences of their actions:

"Did you know that behavior is prohibited on campus?

CARE: REFER TO SHARED VALUES

"Here at Weber State, we're kind to one another. Let's keep it kind."

Kindness

SAELY

"Everyone deserves to feel safe here. It doesn't seem that he/she/they is feeling safe right now. How can we fix that?"

"At WSU, we care about each other. How can I support you?"

Nelptuness

CARE: ENLIST OTHERS

Find a store manager, transit employee, teacher, administrator, or someone in charge

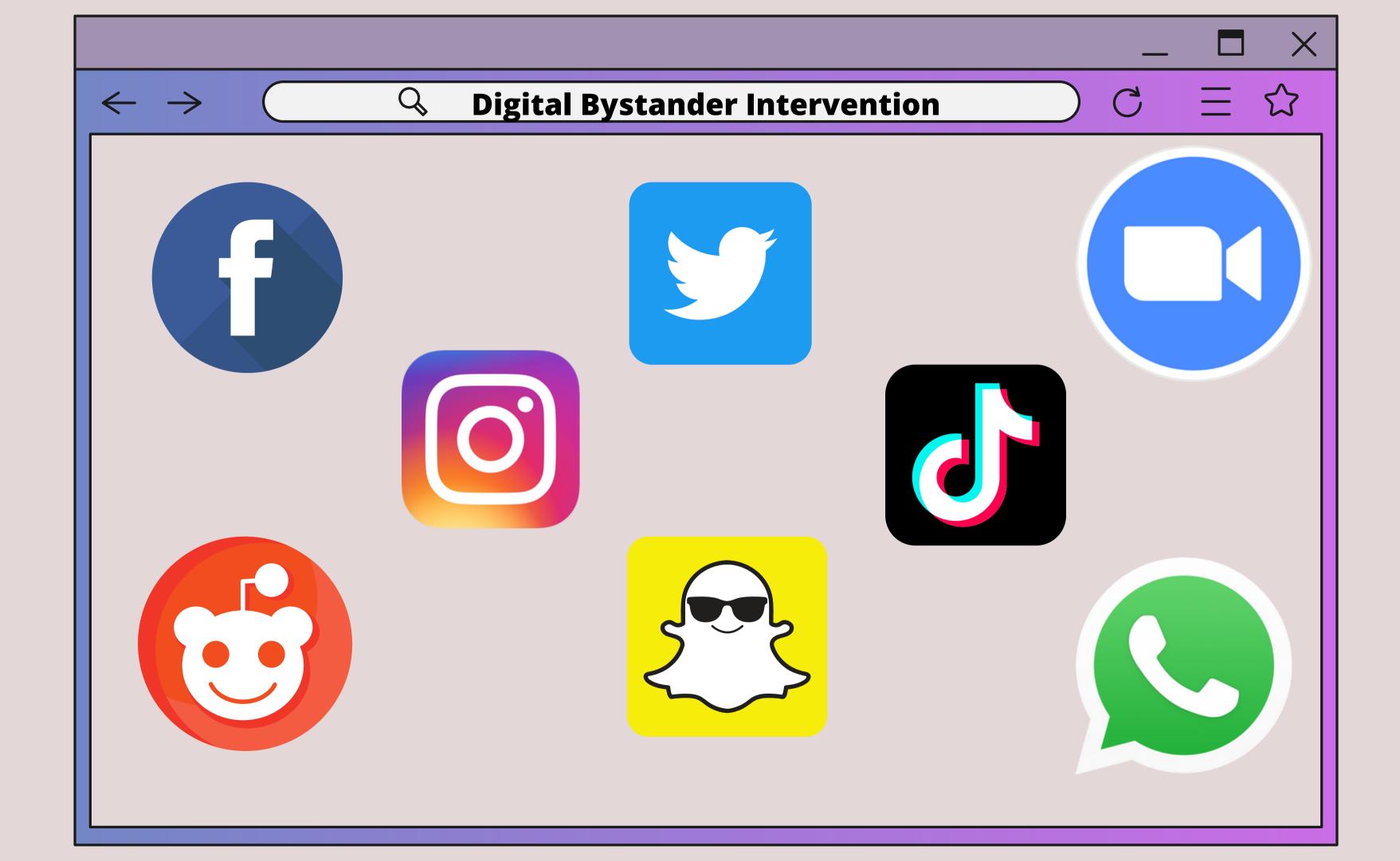


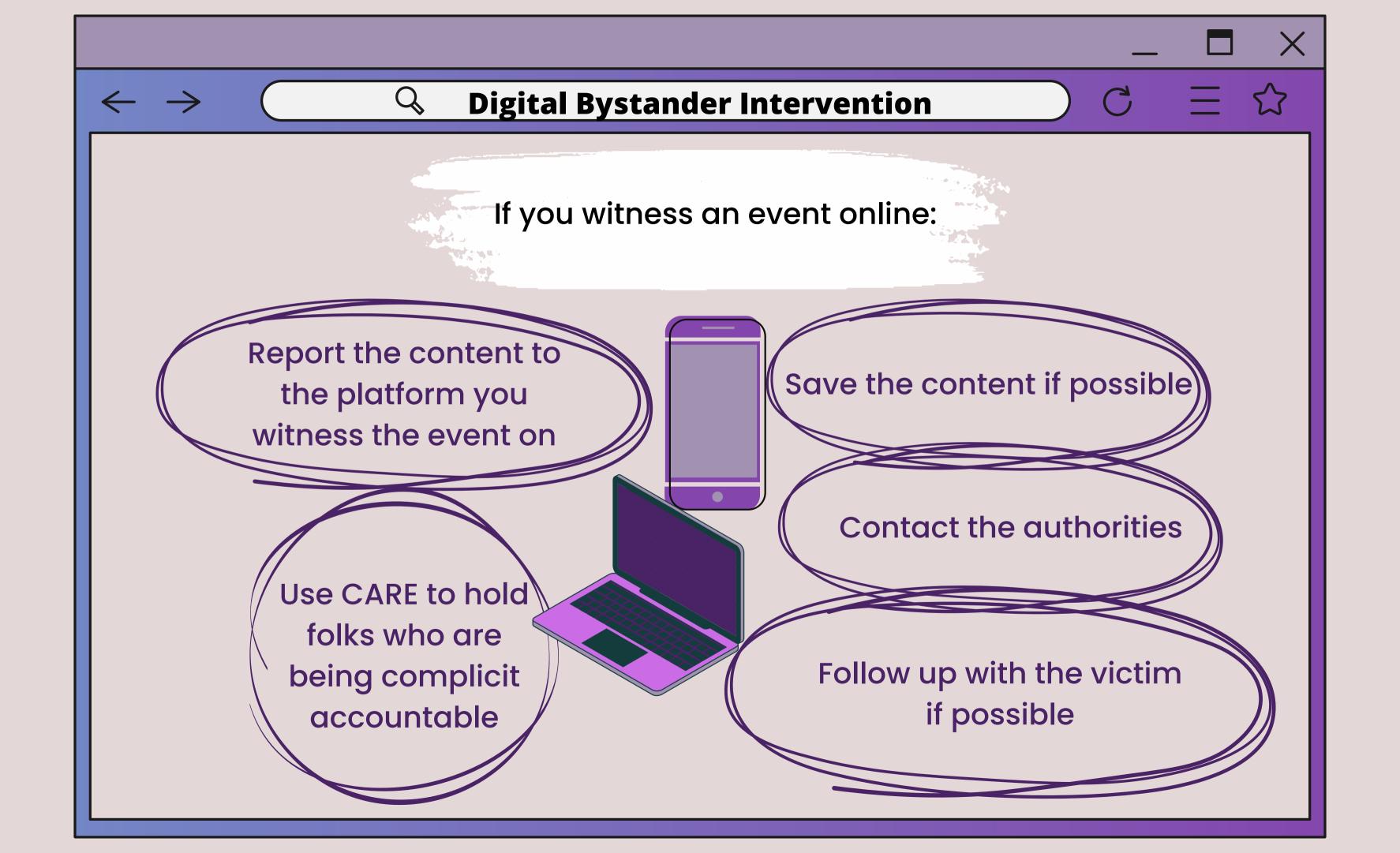
TEAMWORK MAKES

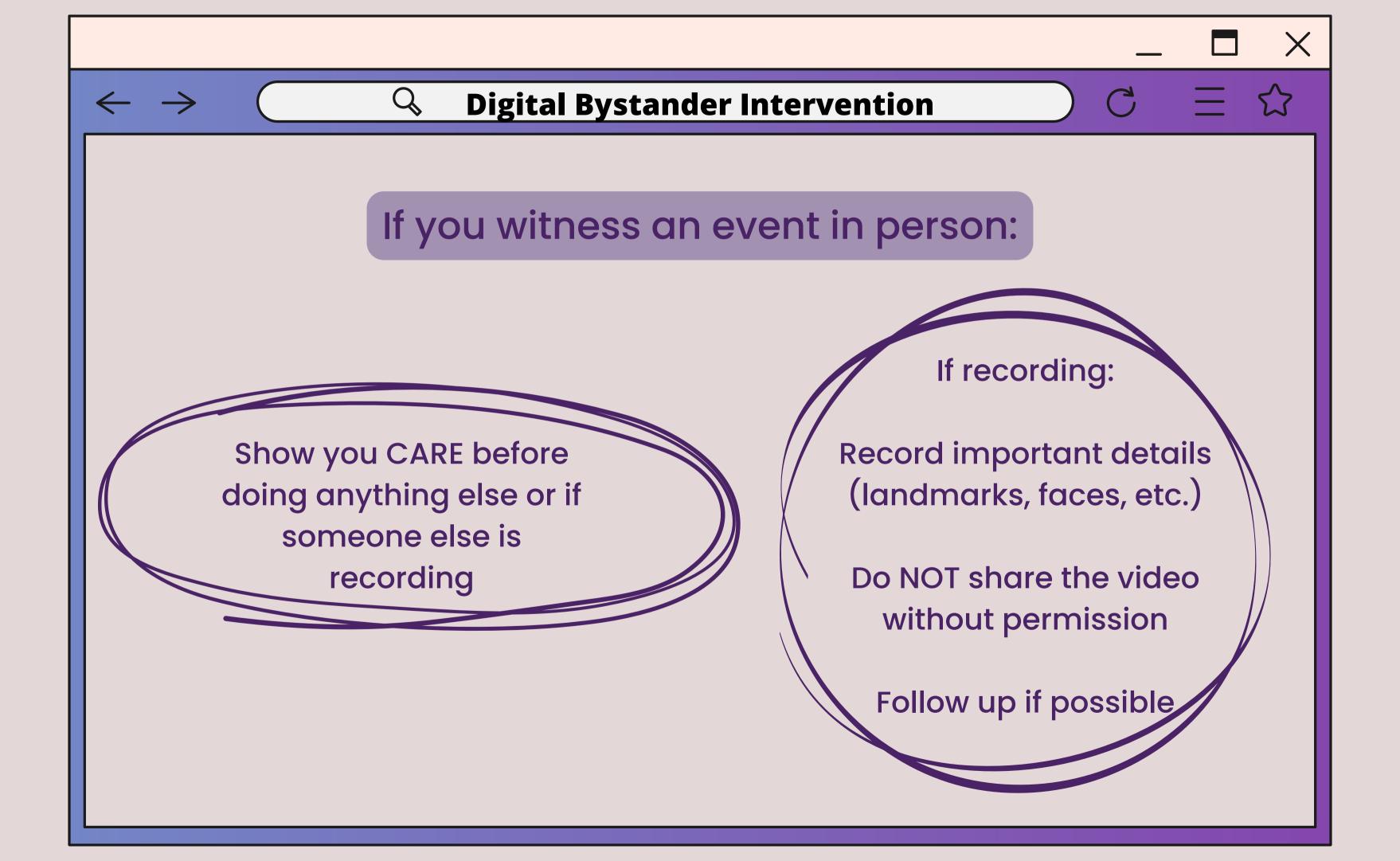
THE DREAM WORK!

THE DREAM WORK!

Get a friend or nearby bystander involved and have them use another CARE method while you get help







ABC'S of SUPPORTING SURVINORS

AFFIRM: "It's not your fault; no one deserves to be hurt."

BELIEVE: "I believe you, and I am here for you."

CONNECT: "You are not alone. How can I support you best?"

DIRECT: Refer 24/7 hot lines, shelter, support groups, etc.

EMPOWER: "It took a lot of strength to speak up about this."

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You're with a group of friends who all identify as male. One friend, Eric, starts asking another guy, Sam, about a girl that had asked Sam out. Sam explains that he wasn't interested, so he turned her down. The other guys in the group start giving Sam a hard time, telling him he needs to "get a piece of that" and "stop being a bitch."

What can you do? What would you say?



You have been asked out multiple times by a classmate and have turned them down every time because you are not interested.

This person continues to pester you, trying to wear you down so you'll say yes. It's getting to the point where you don't even want to go to class because you're feeling harassed.

How could you set a boundary? What other actions might you take to help the situation?

You're goofing off with friends when one of them calls another friend the f slur in a seemingly joking manner.

What do you do? How can you set a boundary?

You receive notification that someone has reported you to the Office of Equal Opportunity for harassment. You had no idea the impact that your behavior had on another individual.

What do you do? How do you take accountability? How can you demonstrate empathy?

You share a bedroom with a roommate that you have never met before. Soon, you find yourself becoming frustrated that your roommate stays up very late playing music and has their S/O over whenever they want even when you are in your room too. It is affecting your studies and making you feel uncomfortable in your own space. How do you set a boundary with your roommate? How do you enforce this boundary if there is a violation?

You live with your significant other. One day, they approach you and tell you that they don't like how much time you spend on your hobbies and hanging out with your friends. How can you address their concerns and your needs in a healthy, constructive way?

CAMPUS RESOURCES

Support

Counseling and Psychological Services Center

Student Services Center 280 (801) 626-6406

Safe@Weber Advocacy Services

Shepherd Union 323
(801) 626-6090
safe@weber@weber.edu
weber.edu/safeatweber

Reporting

Office of Equal Opportunity

Miller Admin 102 (801) 626-6240 aa-eo@weber.edu weber.edu/aaeo

Weber State Police Department

Public Safety Building 911 or (801) 626-6460 weber.edu/police

COMMUNITY RESOURCES

YCC Family Crisis Center

Weber/Morgan Counties 801-392-7273 yccogden.org

24/7 free hotline
Emergency shelter
Support groups
Therapy
More

Safe Harbor Crisis Center

Davis County 801-444-9161 safeharborhope.org

24/7 free hotline
Emergency shelter
Support groups
Therapy
More

APP RESOURCES

