Preventing Identity Based & Sexual Harassment

Approximately once per semester, One Act hosts a two-hour follow up program to our skills training called Beyond Bullying: How Bystanders Can Prevent Identity-Based and Sexual Harassment. This training draws on the bystander skills learned during One Act and expands the topics to harassment and discrimination, which is a sign and predictor of violence.

One Act is interested in preventing identity-based and sexual harassment not only because they are problematic and hurtful, but also because we see them as violent behaviors included on the continuum of interpersonal violence we discuss in One Act training. We heard from students in the first year of our program that we needed to talk more about this topic. As we interact with people it is important to remember that we often make assumptions about others’ identities and believe these assumptions to be reality.

The main objectives of this training are:

- Increased understanding of the consequences of identity-based harassment and the factors that enable it
- Ability to identify identity-based harassment behaviors and warning signs of such behavior
- Increased confidence and willingness to take action to intervene in situations of discrimination and prevent identity-based harassment

When we talk about identity-based harassment, we mean harmful behavior which is:
• Based on someone’s perceived identity or identities
• May be repeated
• Involves a disparity of power, either by using an existing disparity or creating one
• May be direct or indirect

This behavior often starts as a micro-aggression and harassment which may escalate when left unaddressed. We believe bystanders and friends can prevent violence by intervening when they see problematic behavior.

**Words That Hurt and Why**

In coordination with the launch of Beyond Bullying, in February 2013, One Act displayed a glass cube in the Frank Porter Graham Student Union on the first floor which was inspired by University of California at Davis's LBGT Resource Center’s poster, *Words That Hurt and Why*.

We hope this cube starts conversations about what kind of community we want to create, how to make it inclusive and accessible for everyone, and how to prevent and reduce harassment and violence. Language is one way we shape our community - what we say to each other, how we say it, to whom we say it.
All members of the University community are encouraged to know relevant policies and how to respond to instances of bullying, harassment, or discrimination you may witness.

Source URL: https://studentwellness.unc.edu/programs/violence-prevention/one-act/beyond-bullying