



ACCOUNTABILITY & INTEGRITY WEEK 2024

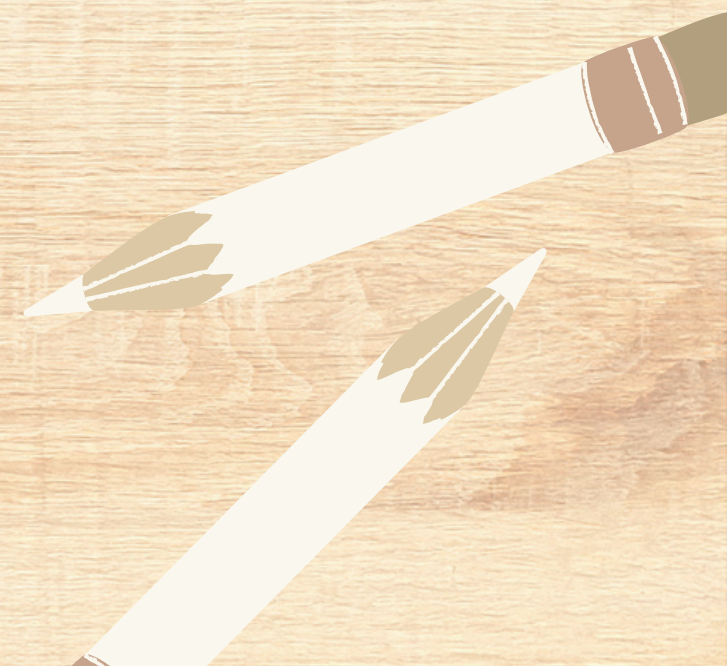
BYSTANDER INTERVENTION CIRCLE

Dr. Courtney Allen

Director of Community Standards & Student Engagement

AGENDA

- Welcome
- Accountability & Integrity Week 2024
- The World of Community Standards
- Being Part of the HACCC Community
- Bystander Intervention
- Scenarios
- Student Advocacy
- Questions
- Wrap Up



WELCOME

- Intros
- Accountability & Integrity Week 2024

Community Standards & Student Engagement

Accountability & Integrity Week 2024

November 4th-November 7th

11/4 What does Accountability & Integrity mean to you?

Learn more about accountability & integrity, grab a button and a snack!

Monday, Nov. 4th @1pm

York Campus

Leader 125B Lobby (By Public Safety)

Lancaster Campus

Main-Lobby Area (Near Bank)



11/5 Bystander Intervention Circle

This circle will focus on being a helpful bystander and strategies to hold peers accountable.

Tuesday, Nov. 5th at 2pm

Virtual: <https://hacc.zoom.us/j/7589494640>

11/6 What does Accountability & Integrity mean to you?

Learn more about accountability & integrity, grab a button and a snack

Wednesday, Nov. 6th @1pm (Harrisburg Campus)

Cooper Student Center-1st Floor (Near the Fireplace)

11/7 Uncomfortable Conversations/Boundaries

This conversation will focus on providing strategies for students to cope with difficult conversations and set healthy boundaries.

Thursday, Nov. 7th @1pm

Virtual: <https://hacc.zoom.us/j/7589494640>

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- Three paper clips are arranged on a light brown wooden surface. One clip is white and located in the top left corner. Two clips are brown: one is in the bottom left corner, and the other is in the middle right area. The clips are simple, standard metal paper clips.

COMMUNITY STANDARDS

- Standards
- Integrity
- Ethical Decision Making
- Courage
- Accountability
- Personal Growth/Reflection



COMMUNITY STANDARDS MISSION/VISION

- Welcoming Environment
- Educationally Focused
- Restorative Justice Approach
- Understand the Importance of Taking Accountability
- Learn/Thrive Through Challenges
- Amplify Student Voices

HACC COMMUNITY STANDARDS

Who We Are & How We Support HACC Students



CREATE A WELCOMING COMMUNITY

Our community standards process is educationally focused. The wellbeing of our students is most important to ensure they can thrive at HACC.

RESTORATIVE JUSTICE APPROACH

The Office of Community Standards believes in creating opportunities for HACC students to learn from their mistakes, through restorative, developmental and resolution strategies.





ACCOUNTABILITY AND EDUCATIONAL

Our goal is to help students understand the importance of taking accountability for their actions through an educational lens. This approach allows for students to learn and thrive when they encounter judicial challenges.

AMPLIFY STUDENT VOICE

We are here to ensure HACC students are heard, and feel comfortable expressing themselves. The community standards process is fair and managed with integrity.



Dr. Courtney Allen
Director of Community Standards & Student Engagement

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BEING PART OF THE HACCC COMMUNITY

Integrity

Social Justice

Respect

Community

Responsibility

core values

COMMITTED TO FOSTERING AN ENVIRONMENT

Conducive to
Academic
Inquiry

A Productive
Campus Life

Thoughtful
Study and
Discourse

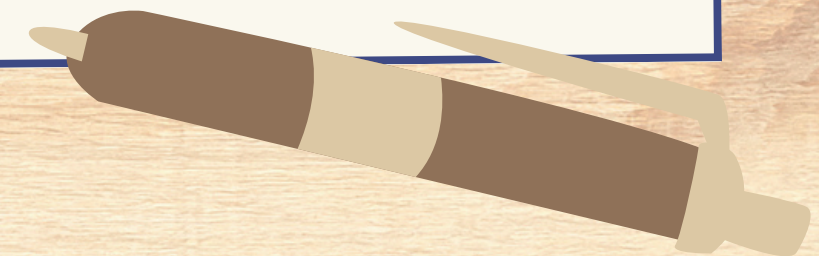
Ensures
Students are
Heard

Students Feel
Comfortable
Expressing
Themselves

BYSTANDER INTERVENTION

What is
bystander
intervention?

- Recognizing a potentially harmful situation or interaction
- Choosing to respond in a way that could positively influence the outcome



BYSTANDER INTERVENTION

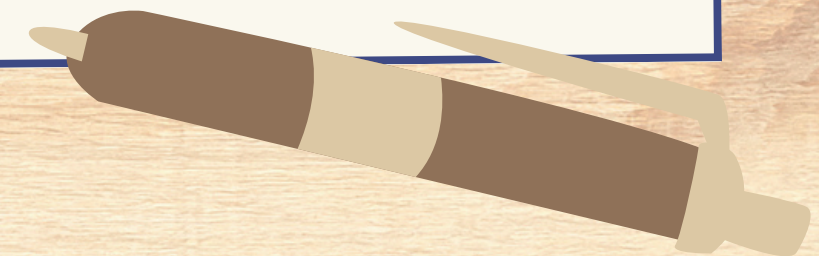
Why is being a
bystander
important?



BYSTANDER INTERVENTION

Bystander Intervention Strategies

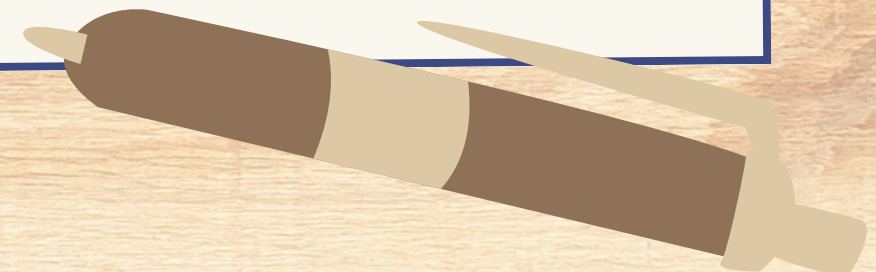
- Notice the Event
- Interpret It as Problem
- Assume Personal Responsibility
- Know How to Help
- Implement the Help-Act!



BYSTANDER INTERVENTION

Bystander Intervention Strategies

- Research shows that if you are alone you will help 80% of the time but if you are in a group you will help only 20% of the time because of the diffusion of responsibility-you think someone else will do something



BYSTANDER INTERVENTION

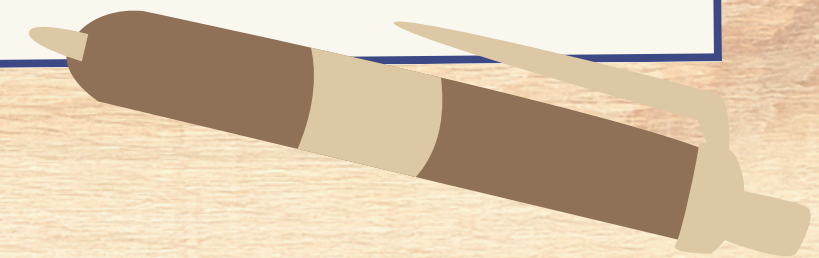
Bystander Intervention Strategies

- No one-size fits all response
 - Intervening can be hard
 - There's more than one way to help, whether it's as subtle as talking with a friend about concerning behavior or planning ahead to leave a party safely

BYSTANDER INTERVENTION

Bystander Intervention Strategies

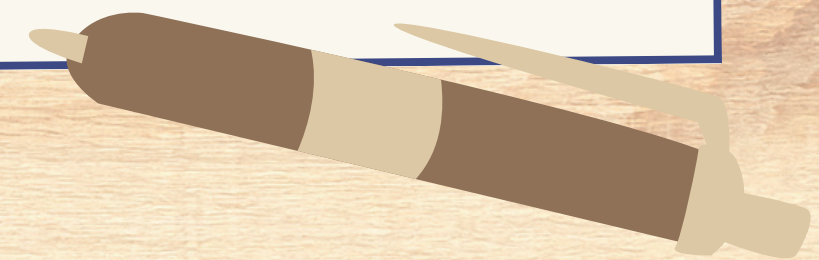
- Tone matters
- Your friends will know that you're a safe person to confide in and that there are clear boundaries worth respecting.



BYSTANDER INTERVENTION

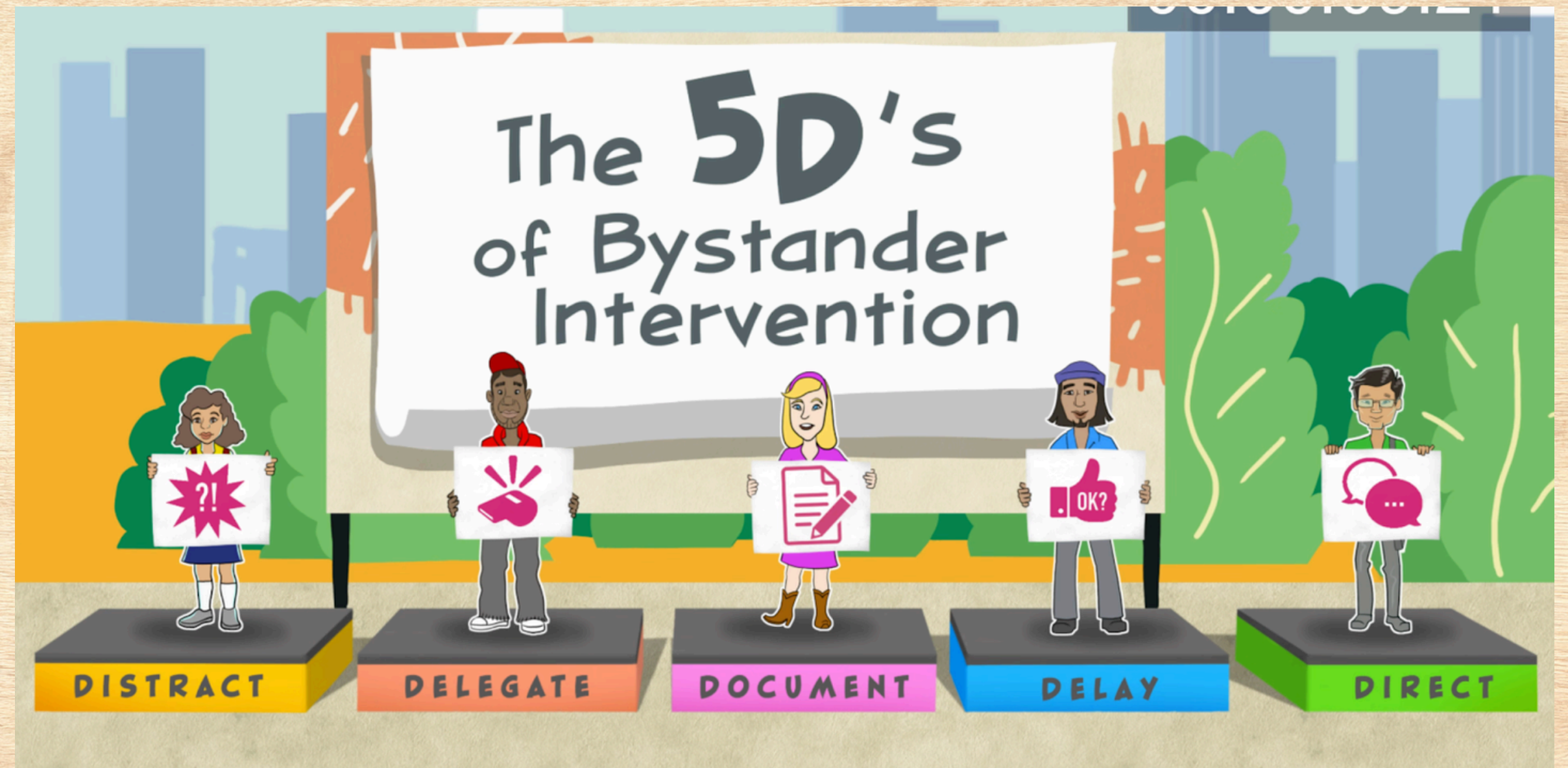
Bystander Intervention Strategies

- Follow your instincts
- If a situation feels wrong to you, it is
- Say yourself, " If I don't act, could the situation get worse



BYSTANDER INTERVENTION

Bystander Intervention Strategies



BYSTANDER INTERVENTION

Bystander Intervention Strategies



BYSTANDER INTERVENTION

Bystander Intervention Strategies

5 STEPS OF Bystander Intervention Model



Notice the Event

- Pay attention to your surroundings
- Anticipate problems
- Look for red flags

Interpret the Event

- Investigate further
- Ask others what they think
- Be mindful of peer pressure
- If you are a victim, let someone know you need help



Assume Responsibility

- Don't assume someone else will do something
- Publicly state your intention to help
- Enlist others to help

Competency to Help

- Believe you have the ability to help
- Learn skills to help
- Practice the skills when possible



Decide to Help

- Assess the situation and STEP UP!
- Create a standard of behavior and expectations within your team



 CultureAlly

BYSTANDER INTERVENTION

Tips for being
a bystander



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BYSTANDER INTERVENTION

Scenarios

Scenario # 1

Verbal harassment on the train, where the person being targeted appears uncomfortable and unsure of how to respond.

- Description: You are riding on the train, it's crowded, and notice a man muttering slurs and threats under his breath towards a younger person of color near him. You are nearby and notice there is more room on the other end of the train car.

BYSTANDER INTERVENTION

Scenarios

Scenario # 2

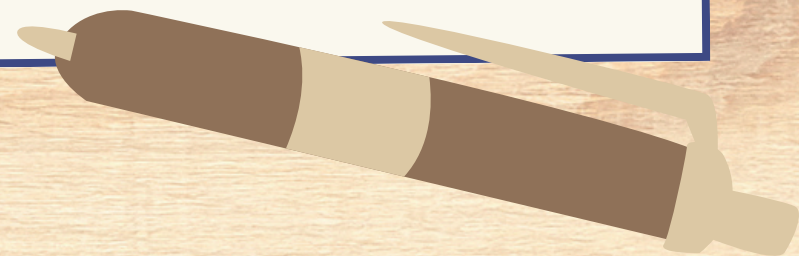
Verbal altercation that's escalating, between two ppl who appear to know each other.

- Description: You are leaving a store at the mall and overhear what appears to be a couple arguing about money, with one party accusing the other of over-spending and raising their voice at them. At a certain point they get physical and grab the other person's wrist and shake them, while still yelling about their money.

BYSTANDER INTERVENTION

Debrief Scenarios

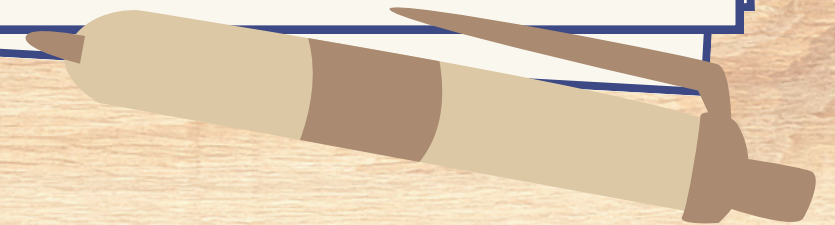
- What was your first instinct?
- What did you find challenging?
- What did you find challenging?
- What was one new tool you gained today?
- How are you feeling as you leave?



STUDENT ADVOCACY

What is self-advocacy?

- Share your thoughts and feelings
- Ability to ask for what you need
- Know your rights



STUDENT ADVOCACY

- Identify what you need first
- Identify a support person to help you
- Understand your needs, so you can get support and guidance



QUESTIONS

Any questions?



THANK YOU!!

Dr. Courtney Allen

Director of Community Standards &
Student Engagement

Deputy Title IX Coordinator (Students)

Email: caallen@hacc.edu

Tuesday and Wednesday-York Campus

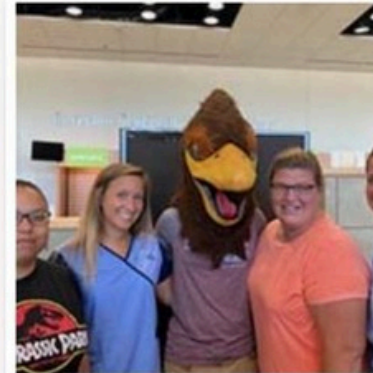
M,W, F-Virtual

THANK YOU!!

Community Standards & Student Engagement
In Spring 2024, the new website for Community Standards went live and gives the HACC community the necessary information needed to engage with the office.

Community Standards and Student Engagement

The Community Standards & Student Engagement office believes in creating an educationally focused student conduct system. We create opportunities for HACC students to learn from their mistakes, through restorative, developmental and resolution strategies. Our goal is to help students understand the importance of taking accountability for their actions through an educational lens.



[Report an Incident](#)

Submit a general conduct or academic integrity incident report that may violate the Student Code of Conduct.

[Report an Incident →](#)



[Student Conduct Process](#)

Review information and resources pertaining to the University Student Conduct System.

[Learn More →](#)



[Conduct Record Requests](#)

Directions for students, alumni and third parties on requesting their student conduct record.

[Learn more →](#)



[Frequently Asked Questions](#)

Answers to questions we frequently see from student and their families.

[Learn more →](#)

Have a question about HACC's community standards system?
You may find what you're looking for on [frequently asked questions page](#) or the [student code of conduct page](#).

Contact Us
Dr. Courtney Allen,
Director of Community Standards & Student Engagement,
Deputy Title IX Coordinator (Students)



Phone: 717-801-3263
Email: communitystandards@hacc.edu

Who should I contact if I have any additional questions?
You may contact the office via our email at caallen@hacc.edu or communitystandards@hacc.edu or call 717-801-3263.

REFERENCES

- <https://www.nomore.org/bystander-intervention/>
- <https://studentaffairs.lehigh.edu/content/resources-6>
- <https://www.apa.org/pi/health-equity/bystander-intervention>