Speak Up!!

• Speak up when an incident occurs!!
  – Approach as if the individual means no harm
  – Acknowledge positive and explain negative impact
  – Ask Questions- What do you mean?
  – Speak with respect and be civil
  – Interrupt and redirect- “Let’s not go there”
  – Narrow- “Are you referring to all or someone in particularly”
  – Broaden to universal human behavior- “This is not just a gay thing it applies to all”
  – If you can’t think of what to say then say “Ouch” this will give pause so that you can educate why the words hurt
    • May have to explain at a later date

• Be professional at all times!