



For more resources or to book a workshop visit www.f12network.com.

This zine offers tips and tactics for two kinds of situations:

1. in-the-moment, aggressive conflicts or abuse: where the goal is de-escalation and immediate physical safety

2. long-term, interpersonal conflict or abuse: where the goal is accountability, healing, and transformation

Our tips focus on effective, nonviolent communication. In all cases, we encourage you to think of the people who can most effectively de-escalate a situation or hold someone accountable (ex. their friends, bandmates or roommates, or people with institutional power, like the admins of DIY venues).

We think that in order to respond to violence effectively, we need to put in work ahead of time to build a culture of accountability, so that being accountable is possible, encouraged, expected, and likely. Part of that work means getting educated in survivor support and nonviolent communication and preparing response strategies ahead of time.

REMEMBER TO...



What To Do When Harm Occurs



I. How to De-Escalate Aggression

(ex. You ask your friend's abuser to leave a show and they react aggressively. Someone is drunkenly harrasing people.)

1. Assess your surroundings. Consider the relationships of people around you. Are friends of the person being harrassed nearby? Of the person doing the harrassing? If there are people in positions of power (such as people who live at the DIY venue), how can they help?
2. Take cues from the person being harrassed. Are they resisting the harrasser? If so, how? Ask if they want support.
3. Indicate support with body language. Make eye contact. Move close to the person being harrassed.
4. Communicate:
 - Be polite and avoid becoming defensive or showing anger. Show confidence, not fear.
 - Do not criticize, act impatient, belittle, or make an aggressive person feel foolish.
 - Be aware of body position. Avoid eye-to-eye and toe-to-toe positions, as they may be considered challenging. Stand at an angle to an aggressive person and off to one side.
 - Stay with the issue at hand when a person challenges you. Ignore the challenge and redirect.
 - Offer simple and clear choices and consequences to the person, ensuring that they are reasonable and enforceable.
 - Do not attempt to bargain with a threatening person.
 - Do not make promises that can't be kept.
 - Never lie to the person.
5. Sit or stand close to the door. When threatened and unable to gain control of the situation, leave as quickly as possible and go to a safe place. Trust personal instincts and judgments.
6. Follow up. Check in with the people involved the next day.

Note: F12's examples assume there is a degree of familiarity between all parties. F12 specifically focuses on sexual violence within the DIY music & arts scenes, although clearly these tips can apply elsewhere. Check out the People's Response Team for more "bystander intervention" resources. Some of these tips came from them!



II. How to Hold People Accountable

1. Map out pods.

Your pod is made up of the people that you would call on if violence, harm or abuse happened to you; or the people that you would call on if you wanted support in taking accountability for violence, harm or abuse that you've done; or if you witnessed violence or if someone you care about was being violent or being abused.

People can have multiple pods. In general, pod people are often those you have relationship and trust with, though everyone has different criteria for their pods.

Map out your pods and consider the potential pods of the other people involved: who can you call on to support you? Who does the abuser trust or listen to? Who can help hold them accountable?

This concept was adapted from the Bay Area Transformative Justice Collective.

2. Define what happened.

You're probably thinking that naming the problem is the first step, but establishing a support group can help afford the time and space needed to really unpack and understand what happened. Here are some categories and examples provided by the *Creative Interventions Toolkit*:

Emotional	Physical	Sexual	Economic	Other
Prevented me from spending time with friends, family & community	Pushed, slapped, hit, punched, kicked or choked me	Unwanted & inappropriate sexual attention, communication, or looks	Withheld or controlled access to money	Threatened to have me arrested or deported
Humiliated me with insults, disdainful looks or public denigration	Threatened to physically harm me	Forced me to have sex when I didn't consent, through coercion or violence (i.e. rape)	Spent my money or took my money from me	Threatened to out me for being a sex worker, being a drug user, being LGBT, selling drugs, being HIV+ etc.
Lied about other people to me or lied about me to other people to isolate me	Threw objects, punched walls, or slammed doors in a threatening way	Made me have sex in ways that I didn't want through coercion or violence	Prevented me from working, forced me to miss work, or got me fired	Forced me to engage in acts I didn't want to, like stealing or hurting someone
Threatened suicide or self-harm	Threatened or interfered with my health (e.g. took my medication or made me miss appointments)	Made me have unprotected sex through coercion, violence, or deceit (e.g. taking the condom off)	Threatened to get me fired from my job	Forced me to engage in acts I didn't want to, like stealing or hurting someone

3. Make a plan and follow through.

In general, "accountability" is the ability to acknowledge, end, and take responsibility for harm. This includes developing skills for transforming behavior and attitudes to prevent further harm. What it looks like to be accountable is specific to every situation and individual. We recommend forming a clear set of needs and demands with a timeline (knowing these might change). Use pods to think about who is best to see each stage of accountability through. Consider:

What does the survivor need?

- (Counseling)
- (Housing)
- (STI test)
- (Emotional support)
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What does the perpetrator need?

- (Counseling)
- (Housing)
- (STI test)
- (Emotional support)
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The survivor demands that the perpetrator:

- (Seeks therapy, counseling, or rehab. Gets sober. Consider designating someone from the abuser's pod to communicate with their therapist or case worker about their issues.)
- (Stops attending shows for a defined period of time. Consider contacting the administrators of DIY venues to see if they are willing to enforce a policy of banning the abuser or not booking their band during that period. *)
- (Pays for STI tests or treatment, abortion, or doctor appointments.)
- (Writes sincere letter of apology.)
- (Does not contact the survivor.)
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**Keep in mind that most DIY venues do not have the infrastructure or resources to control who's at every show. Ask if venues have a sexual assault policy or protocol or if they can offer other means of support. F12 offers the Let's Make a Plan workshop for DIY venues to develop plans for these situations.*

Note: An Accountability Process is a formal process that generally looks like: a team of people dedicated to supporting the survivor, a team of people dedicated to supporting the perpetrator and holding them to agreed-upon commitments, and a mediator who communicates between the two teams. Hint: these teams will likely be drawn from the pods you mapped out. We have a much longer Accountability Process Primer available on our website, as well as links to other resources. Even if you don't start a formal accountability process, it provides a model that is wholistic, structured, intentional, and aimed at transformation.

This section is partially adapted from the Creative Interventions Toolkit and the Philly Stand Up! Portrait of Praxis.

Our mission is to transform our community into a place where victims and perpetrators alike can be heard, understood, and loved when they need it most.