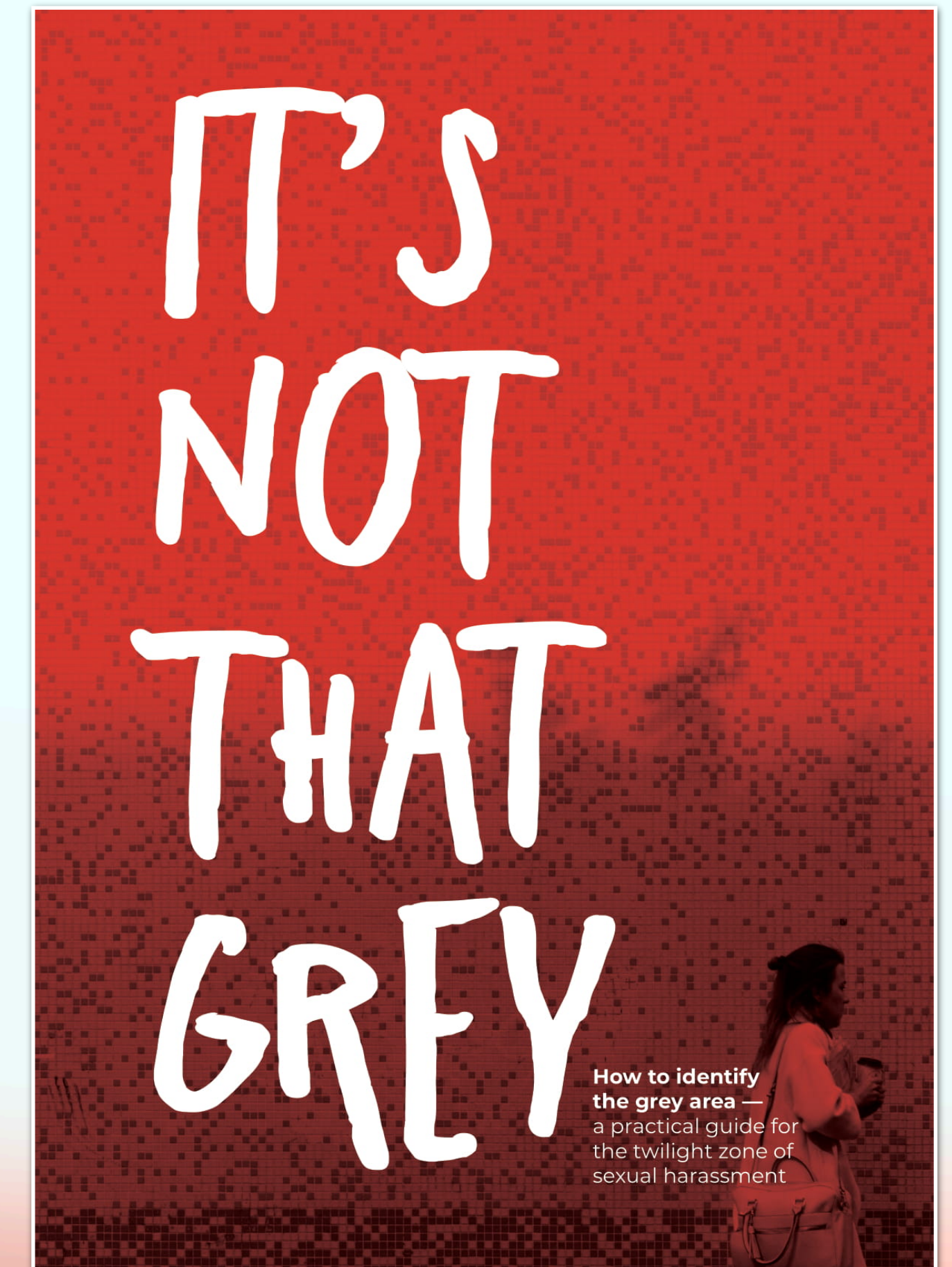


It's not that grey

Identifying patterns of harassment with The Red Flag System

Sara Hassan

Background



It's not that grey

Identifying power abuse via four dimensions

Systemic/environment:

a climate of fear, intimidation, silence

Victims' Reactions:

freezing, self-blame, ignoring a gut feeling

Perpetrator strategies:

manipulating, controlling, isolating

"The Good Guy Syndrome":

accomplices' and bystanders' in/actions supporting the power abusive system

Case study: Newsroom

Red flags at the newsroom

- ▶ perpetrator strategies: microcosm
- ▶ overarching control facilitated by technologies
- ▶ Blurring boundaries: access to private spaces
- ▶ isolation

take-away messages: power abuse is...

- ▶ not about individual “bad apples”
- ▶ about a system and a climate requiring accomplices and actions
- ▶ always perpetrated by powerful people with access to resources
- ▶ targeted at the ones at the margins
- ▶ solutions have to address isolation, culture, and exploitation

Interested in building strategies for bystanders, raising awareness in workshops, or working on capacity building to identify and prevent power abuse?

Let's collaborate — get in touch:
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