

# UPSTAND for OUR Principles of Community

We affirm the dignity inherent in all of us

We confront and reject all manifestations of discrimination

We reject violence in all forms

We recognize that each of us has an obligation to the UC Davis community of which we have chosen to be a part

[UC Davis Principles of Community Reaffirmed](#)





# From Bystander to Upstander: Living Our Principles of Community

**Three things** that you can do to stand up against acts of hate, bias and bigotry:

- **Intervene** – If you feel comfortable taking a more direct approach, intervene by doing something yourself. You may speak by addressing the person’s behavior or you may appeal to the person’s better instincts. In a short moment, having something quick and constructive to say that interrupts the person’s behavior can be helpful. It could be as simple as, “That comment is inappropriate, please stop” OR “Don’t use that language when I’m around.”
- **Delegate** – If you don’t feel comfortable confronting another person, try asking someone else for help to intervene. Involving others will make them more aware of the situation as well. Know what resources are available to you and know where to ask for help.
- **Distraction** – Try diffusing the situation by diverting people’s attention to other events. Distractions are useful in removing people from potentially harmful situations. You may consider being an ally to the target by saying, “Are you okay...can I help? Or can I call someone?”

[Putting the “U” in Upstander, UC Davis Student Health and Counseling Services](#)



# Be an **Upstanding Aggie**

It takes **courage** to speak up...but know that you're not alone.

Be ready to be an **ally** – we all can be an ally!

Be the **next voice** to speak up against hate, bias and bigotry.

Be **vigilant and responsive** – small steps are important steps. Keep practicing how to interrupt acts of hate and discrimination.



# Know Where to Go for Help

The following resources can help you prepare and respond to hate, bias and bigotry:

- Harassment & Discrimination Assistance and Prevention Program (HDAPP) [hdapp.ucdavis.edu](http://hdapp.ucdavis.edu)
- Report Hate and Bias [reportheateandbias.ucdavis.edu](http://reportheateandbias.ucdavis.edu)
- Office of the Ombuds (CONFIDENTIAL) [ombuds.ucdavis.edu](http://ombuds.ucdavis.edu)

**Always assess safety first.** You need to look out for yourself, before you're able to help others.

**If you fear for your or the other person's physical safety, call 911.**

**UC DAVIS**  
**DIVERSITY, EQUITY  
AND INCLUSION**