



Training the hospitality industry to stop sexual aggression and other forms of violence.

As part of their commitment to hospitality, bars, restaurants, clubs, breweries, distilleries, and other alcohol-serving spaces can build guest satisfaction and loyalty through improved safety. Establishments where staff are treated with dignity and respect also have better performing teams and lower turnover.

Safe Bars trains the staff of beverage alcohol organizations to recognize and respond to sexual violence and other forms of aggression among staff and patrons.

Safe Bars works to:

- Increase staff understanding of the scope and causes of unwanted sexual aggression;
- Increase staff recognition of problematic behavior along the continuum of sexual and relationship violence;
- Provide staff with the skills to respond to such behaviors safely and appropriately, whether by intervening in the moment, or when asked for help;
- Actively promote establishments that adopt safety standards.

Why bars?

About half of all sexual assaults involve alcohol. Unwanted sexual attention, including verbal harassment and touching, occurs frequently in bars, restaurants, and clubs. We know that alcohol doesn't cause sexual assault, but it's used as a weapon to incapacitate targets and as camouflage to excuse aggressor behavior.

Bars, restaurants, clubs, and breweries also have some of the highest rates of workplace sexual harassment of any industry in the U.S., harming workers and workplaces alike.

Why bystanders?

Bystander intervention is key to preventing sexual violence. Bar owners, managers, security personnel, and other staff are in a unique position to observe and intervene to prevent sexual assault by creating a safe space for patrons and staff. Active bystander training programs show increases in both responsive and proactive bystander behaviors.

What's in it for you?

Organizations and establishments trained by Safe Bars reap many benefits:

- They demonstrate to their guests their commitment to providing a safe and welcoming environment.
- They demonstrate to their staff (and potential staff) that they value their safety, comfort, and respect in the workplace.
- Their staff have a greater range of strategies to use in addressing unwanted sexual aggression.
- Guests who have positive experiences are more likely to return and tell their friends.
- Staff are happier and less likely to leave.
- Safe Bars-trained establishments receive a window decal for display.
- It's the right thing to do.

Training Details

An active bystander training runs 2.5 hours. There is no fee for hosting the training. We certify bars and restaurants that take part in the training as "Safe Bars," which allows an establishment to promote themselves as a trained Safe Bar and for the CT Safe Bars team to promote the establishment as well.

- We require 66% (two-thirds) of front-of-house staff to be trained, and we encourage back-of-house to participate, too.
- We know that there is a lot of employee turnover in bars and restaurants that could occur as often as every season. With that in mind, our Safe Bars certifications are valid for 18 months. We encourage Safe Bars to reconnect after 12 months to schedule another workshop and maintain certification.
- We provide the trained Safe Bars with a dated decal for their front window or door. Once one bar gets the label, others want it too. It makes sense: Why would you want your venue to be seen as less safe than the one down the street?

Want to join our mission?

If you work at a bar, club, restaurant, brewery, distillery, or other alcohol-serving establishment and you'd like to become a Connecticut Safe Bar, we would be delighted to work with your team!

If you would like to join the Connecticut Safe Bars chapter as a trainer, please reach out to learn more about becoming a trainer and helping us grow this program!

Contact us to discuss details today! As Seen on



Our house, our rules

Whether it's our team or our guests, we won't avoid action or look the other way. We won't tolerate harassment of any kind. We will support you and our community in having a professional and safe workplace and a safe and fun place to go out!

- We are committed to being a safe, welcoming space where our guests can have fun in good company.
- We are committed to being a safe, respectful place to work.
- We are committed to ending sexual harassment and assault.
- We recognize and respond to sexual aggression among staff and guests.
- We believe that drinking is not an excuse for crossing someone's boundary.
- **We believe in affirmative consent: Without a yes, it's a no.**

Everyone in our house—staff, guests, vendors—deserves respect, safety, and an environment free of unwanted sexual attention, whether verbal or physical.

For our guests—we will respond AND act...

- If we see you being threatened, harassed, or interfered with.
- If someone doesn't listen to "no."
- If you say you are uncomfortable in another person's company.
- If you ask us for help.
- If we see someone looking at you in an unwelcome way.
- If your partner, friend, or someone you met is making you uncomfortable.
- If we think you are unsafe.
- If we hear offensive or derogatory language.
- If you feel threatened, uncomfortable, or unsafe—please ask any of us for help.
- We will take your lead in how you want the situation handled.
- If you want us to, we will intervene and stop the behavior.
- If the aggressor won't stop, they will be told to leave and not allowed back in.

For our staff—our establishment fosters an environment of respect, inclusion, and dignity. We support each other, work together, and depend on each other to be successful.

- There is no place here for harassment or threatening behavior of any kind.
- If the aggressor is an owner, manager, coworker, guest, or vendor—it's NOT ok.
- If the target is an owner, manager, coworker, guest, or vendor—it's NOT ok.
- No matter a person's gender, sexual orientation, or role—harassment is NOT ok.
- We have procedures for reporting and quickly responding to harassment.
- We believe you! You may report anonymously and without fear.



For more information, visit endsexualviolencect.org/safebars

