**Skit 1 – Joan and Jim**

**(resistance to bringing issue to group conscience, putting back on target)**

**Joan**: I need to talk to you about Bob, the member who’s been stalking me. His behavior is unacceptable.

* He asked me to go out for fellowship and made it seem like it was with a group, then it was only the two of us, and he had reserved a table for two in a private corner.
* He later caught me off guard and came up behind me with a big hug which I did not expect, invite, or want -- and it was a lot more like groping than a hug! This has happened more than once.
* In meetings he frequently sits across from me and winks and smiles … and then follows me when I go to my car. I always make sure to walk out with someone else to be able to avoid him. Sometimes before I even leave the building, he stands at the doorway and tries to block me from leaving and tells me how nice I look.

I heard that the ACA fellowship has come up with some ways that meetings can deal with stuff like this and decide when to confront a person who is acting in a predatory way.

**Jim**: Stuff like this has never happened in our meeting before. This has always been a safe group. Joan, sounds like you need to learn to be more assertive. If you can’t tell this guy that he’s bothering you, maybe you’d be better off going to women-only meeting and work on becoming more empowered. and getting better at setting boundaries. Can’t you just ignore him?

**Joan**: I spoke with him and I’m doing my best to set boundaries with him. I also talked to my sponsor about this and we agree it’snot healthy for the group to ignore the elephant in the room like this. This is not just about me. The group needs to talk about stuff like this when someone in the group is crossing other people’s boundaries repeatedly.

I have also heard from other women that he is acting in similar ways with them and they feel uncomfortable as well.

**Jim**: Nothing that this guy is doing is written about in our Traditions. Stalking and sexual assault don't break Traditions or Concepts. It’s not up to the group to try to control his behavior or make a “safe space”. Talk to other women who can help you see why this is happening to you. Like I said before, you really should go to a women-only meetings until you’re more comfortable setting boundaries. And for now when you’re at this meeting, maybe you just should sit with other women. When things like this happen we have to look at how we ourselves are attracting these people into our lives.

**Joan**: This is frustrating. You’re missing the point. I haven’t done anything to encourage him.

**Jim**: What do you expect us to do, we can’t put him on a sexual predators list? Take this to Intergroup, maybe they can help you.

**Joan**: It isn’t Intergroup’s business to get involved in a meeting’s issues. That’s what a group conscience is supposed to be about. I would like to bring this to the group’s business meeting.

**Jim**: Oh, we don’t have business meetings, unless we really need one. We’ve never had a problem like this and I just don’t see what we could do for you. The only other advice I have for you is that you need to do whatever you feel is right for your own safety.

***Joan, speaking to her sponsor afterwards.***

**Joan**: I talked to one of the guys in my meeting that’s been there a long time and I’m having a really hard time accepting what he said. I feel like I’ve been re-traumatized. I’m shaking and sweating. I just can’t go back to that meeting. He tried to tell me it was all my fault. This is just like the denial that happened in my family of origin. He seemed really uncomfortable about this and it seemed like he just didn’t want to deal with the situation. And if no one deals with it, then Bob will just keep doing this to other people! As Adult Children, too many of us can be easily abused when we haven’t learned to set boundaries or to trust our gut feelings. And for the group to not protect its members sets a dangerous precedent.

***-- REPLAY, THIS TIME WITH BETTER RESPONSE --***

**Joan**: I need to talk to you about Bob, the guy who’s been stalking me. His behavior is unacceptable.

* He asked me to go out for fellowship and made it seem like it was with a group, then it was only the two of us, and he had reserved a table for two in a private corner.
* He later caught me off guard and came up behind me with a big hug which I did not expect, invite, or want -- and it was a lot more like groping than a hug! This has happened more than once.
* In meetings he frequently sits across from me and winks and smiles … and then follows me when I go to my car. I always make sure to walk out with someone else to be able to avoid him. Sometimes before I even leave the building, he stands at the doorway and tries to block me from leaving and tells me how nice I look.

I heard that the ACA fellowship has come up with some ways that meetings can deal with stuff like this and decide when to confront a person who is acting in a predatory way.

**Jim:** Wow – have you talked with Bob about this?

**Joan**: I spoke with him and I’m doing my best to set boundaries with him. I also talked to my sponsor about this and we agree it’snot healthy for the group to ignore the elephant in the room like this. This is not just about me. The group needs to talk about stuff like this when someone in the group is crossing other people’s boundaries repeatedly.

I have also heard from other women that he is acting in similar ways with them and they feel uncomfortable as well.

**Jim:** Hmm. OK, well, I can think of a few options. We could call a business meeting and/or have 2-3 male members pull Bob aside and speak with him. Which would you prefer?

**Joan:** Can we do both -- have some guys talk to him *and* bring it to the group conscience?

**Jim**: Absolutely. In the group conscience, would you like to name Bob specifically?

**Joan:** I’m not sure…can we talk through that?

**Jim** Sure -- there’s not one right answer to these things.

*(talking through: if he stops vs if he continues…)*

***Read Meditation from Tradition 9***

*Higher Power, May I remember that ACA and it’s meeting and service structure are different than my family of origin. May I be patient and avoid reaching for the easiest way out when I am confronted with a difficult situation. Help me and my ACA group ask for help in keeping our meetings safe and recovery oriented. Also help us celebrate the things we do right.*

**Skit 2 – Anne (newcomer) and Jane**

**“Pushing product” / Role of Bystander (on replay)**

**Jane**: Hi Anne, I met you last week and I’m really glad you came back. The program is so healing. We learn how important it is to help each other, by sharing our stories and what worked for us. Did you put your number on the phone list?

**Anne**: No, I just put my email down last week. This is all very new to me, I’m still feeling it out.

**Jane**: I understand. But this really is a safe place. One of the things we learn is to become less isolated by opening up to others. Here is my number. What’s yours?

***Anne*** *is caught off guard but doesn’t feel right saying “no” to this, so she gives her number.*

**Jane**: By the way, I’m having a get together this week where I show and sell recovery-oriented jewelry. Some of the other people from our group will be there. Here’s my address. This would be a great chance to get to know some of us and get some things that will really help your recovery.

**Facilitator**: *A week passes and the newcomer didn’t go to Jane’s get together.*

***Jane*** *calls* ***Anne*** *during the week:*

**Jane**: We didn’t see you at the party this past weekend. I’ll be having another one next week. I have them every other week. Come by it will be nice to get to know you. Don’t short-change your recovery!

**Anne**: Oh, Thanks Jane, but I have a lot of expenses right now, maybe some other time.

**Jane**: O OK. I was listening to your share and I think I could be a good sponsor for you. It is strongly suggested that you work the program with someone further along. It’s part of my recovery to help others. Why don’t we meet up this week?

**Anne**: Thanks. It’s a lot to take in and feels a little overwhelming. I really relate to the Laundry List. I’m just taking my time.

**Jane**: Many newcomers feel that way. I can help.

**Facilitator**: *At the next meeting, Jane approaches Anne.*

**Jane**: Hi Anne.

**Anne**: That’s a beautiful necklace you’re wearing.

**Jane**: Oh, I’m glad you like it. This is one of the pieces I sell. I can show you some of the jewelry, I have a brochure in my purse. Can we get together one day this week?

***-- REPLAY, NOW WITH BYSTANDER INTERVENTION –***

**Jane**: Hi Anne, I met you last week and I’m really glad you came back. The program is so healing. We learn how important it is to help each other, by sharing our stories and what worked for us. Did you put your number on the phone list?

**Anne**: No, I just put my email down last week. This is all very new to me, I’m still feeling it out.

**Jane**: I understand. But this really is a safe place. One of the things we learn is to become less isolated by opening up to others. Here is my number. What’s yours?

**Anne** *is caught off guard but doesn’t feel right saying “no”…*

***Kathy*** *inserts herself between them, turns towards Anne, puts back to Jane*

**Kathy:** “Hey there Anne.” *Pulls her to the side.*

“Hey, are you ok? I could be mistaken, but I’m getting the sense you’re uncomfortable.”

**Anne: “**I do feel weird…Jane keeps approaching me trying to get me to buy her stuff and be her sponsee….it feels…icky”

**Kathy:** “Yeah, that’s not just you. You’re not the only one. I think it’s time to take this to the Group Conscience.”

**Traditions**:

*(5) Each group has but one primary purpose – to carry its message to the adult child who still suffers.*

**Themes for Discussion**

* Role of Bystander (Interrupting/Intervention)
  + What are things you can do if witness things happening?
* When does behavior cross into the “bad” zone?
* What if Group Conscience doesn’t see anything wrong?
  + Planting seeds
  + Unfortunately, sometimes will face resistance/cliques
  + When healthy to walk away…

**SKIT 3 (Individual of Concern shows up at the Business Meeting)**

**Joe :: Suzie (*Beth*, *Lisa*)**

**Ben, Max**

**Peter, *Diane***

**Ben**: I’d like to open this business meeting – thanks to all who have chosen to attend! I received these materials from the Intergroup that I think we should discuss. It talks about the possibility of predatory behavior occurring in ACA meetings. Has anyone here experienced such behavior?

**Suzie*, Beth, and Lisa raise their hands.***

**Peter**: I know this is a really important topic, but unfortunately I have to leave for another commitment. Diane, are you comfortable staying, or do you want to leave with me?

**Peter *and Diane leave.***

**Ben**: Have you experienced or observed it in this group?

***Beth and Lisa raise their hands.***

**Joe**: I saw the letter written by Suzie about me. I just want to clarify that I never realized Suzie felt this way about me and my behavior toward her. I wish she had spoken to me about how she feels and I am sure we could have worked this out directly in person.

**Suzie**: I didn’t write this letter to accuse a particular person, and I referred to the person who approached me as X to protect anonymity. I shared my experience on this topic because I feel it’s something we need to discuss as a group, just like we’re doing now in this meeting.

**Max**: I want to explain that I asked for us to meet because I saw some questionable behavior happening after the meeting a couple of weeks ago. Does anyone want to discuss what happened at that time?

**Joe**: Again, I need to say that I feel I am being treated unfairly. I thought Suzie and I were friends. I had no clue she felt this way about me. I might have noticed that she stopped talking to me at some point, but I had no idea why she did this. I’ve been sad about it, but I didn’t know this was why she stopped talking to me! Suzie, you really should have spoken to me about how you feel!

***Beth and Lisa get up and leave the meeting.***

**Suzie**: Okay, Joe. You have just now outed yourself as the person I was talking about in my letter. I just want to say that there is nothing in the letter that would identify you specifically. And actually I don’t believe our conflict could have been resolved between the two of us – in fact, when I did try to set boundaries with you, you got aggressive and tried to pressure me for hugs and even cornered me inside a meeting room by blocking the door. I felt extremely unsafe around you and didn’t bring this up for the longest time because I wasn’t sure what it would do for the safety of this meeting and others that I go to. I maintained my safety by avoiding meetings you attend. But now I don’t think that’s enough. I think we need to work together as a group to ensure everyone feels safe, especially the newcomer.

**Ben**: I can see that most of the business meeting members have left. Suzie - thank you for bringing up this very important topic! I suggest that we periodically revisit this topic at subsequent business meetings to see where we are with it as a group when we have more participation. If there are no objections, I move to adjourn this business meeting.