The first hour.

When someone has been killed or badly hurt, what happens in the next hour usually decides whether more people die.

01 **Protect life first.** Move people away from danger if it is safe. Call police and get medical help. Do not send untrained people into a place where armed men are.

02 **Get the right people talking.** For each man likely to call others together, the person he listens to should be with him now. The ask is short: do not gather, do not travel, do not threaten, do not send money or transport, do not post accusations.

03 **Find out what is true.** Write down what is confirmed, what is only claimed, and what nobody knows. Say publicly who is checking and when the next update will come. Give a time. If people are not told when they will hear more, they fill the gap with rumours.

04 **Go to the family who lost someone.** Sit with them. Tell them what is happening. When a grieving family feels ignored, the pressure for payback rises fast.

05 **Start a real process.** Contact the mediator, the village court, the land mediator, the police — whichever fits. People need to see something has begun.

06 **Give people jobs.** Ask respected men to keep the road, the school, the market and the aid post safe. Ask others to contact relatives, or to watch what is being said online.

CONTINUED · THE FIRST HOUR

What to say to a man who is ready to fight right now.

Speak calmly. Get him away from an audience if you can — men say things in front of a crowd that they cannot take back. Use his name. Do not argue about every detail.

SOMETHING LIKE THIS:

"I know this is serious and I am not asking you to forget it. I am asking you not to make a decision that could kill you or your brothers before we know what actually happened. Stay here with me for one hour. [Name] is with the family. [Name] is talking to the police. At [time] we will meet again and I will tell you what we know."

> **That is the whole job: slow the decision down, give him something specific to do instead, and come back when you said you would.**

One conversation is usually not enough. Pressure comes from relatives, from friends, from what people are posting. Put layers around him — the person he trusts most, a family member, a respected leader, a friend who simply stays near him, and a public message from leaders saying the same thing.

Then keep going. The danger does not end that night. Stay close through the funeral, through compensation talks, through any arrest or court date.

What not to do.

Do not step between armed men. Do not gather evidence in the open while attackers are still there. Do not promise to keep something secret if you cannot. Do not promise that giving information will definitely lead to an arrest.