

ACTIVE BYSTANDER PROCESS



PAY ATTENTION IN YOUR WORK ENVIRONMENT

- Are you observing continuum behaviors?
- How are these behaviors likely to affect the individual, work environment and culture?



ASSESS YOUR CONTEXT AND LEVEL OF INFLUENCE

- Are you in a position to **safely** influence this behavior?
 - What is your relationship to those involved?
 - What are the power, status and authority dynamics?
 - What are you worried about if you say or do something?

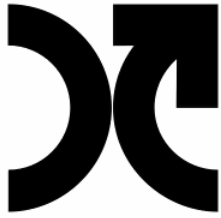


SELECT A LEVEL OF INTERVENTION THAT IS SAFE AND LIKELY TO BE HELPFUL

- Disrupt, distract, deflect
- Support
- Address
- Report



BYSTANDER OPTIONS



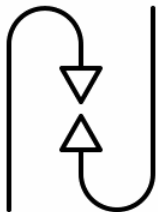
DISRUPT, DEFLECT, DISTRACT

- Change subject
- Interrupt
- Use gentle humor
- Ask a question
- Redirect
- Use a non-sequitur



SUPPORT

- Offer private support
- Seek impressions of allies
- Actively listen
- Inquire about ways to help
- Advice as appropriate
- Role play self-help
- Offer to accompany for conversation or report as appropriate



CONFRONT

- Provide private feedback
- Write a note or email
- Partner with an influencer to discuss
- Speak up in the moment



REPORT

- Accompany target to report
- Anonymously report
- Third party report

