BYSTANDER INTERVENTION

Brought to you by the DEI Board Awareness Committee

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Bystander Intervention is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome.

Bystander intervention can play a key role in tackling bullying and harassment, as we all have a part to play in creating our workplace culture.

There are four types of intervention an individual can use when they are a bystander to inappropriate behavior: Direct, Distract, Delegate and Delay. Depending on the situation, more than one intervention may be helpful.

Direct - Call out negative behavior, tell the person to stop or ask the victim if they are ok. Be polite. Don't aggravate the situation.

Distract - Interrupt, start a conversation with the aggressor to allow their potential target to move away or have friends intervene. Come up with an idea to get the victim out of the situation like the need to take a call.

Delegate - If you are too embarrassed or shy to speak out, get someone else to step in.

Delay - If the situation is too dangerous to challenge then and there (such as there is the threat of violence or you are outnumbered) just walk away. Wait for the situation to pass then ask the victim later if they are ok. Report it when it's safe to do so. It's never too late to act.

Dacher Keltner and Jason Marsh, research psychologists and educators, found that, when bystanders were alone, 75% helped when they thought a person was in trouble. However, when a group of six people were together, only 31% helped.

DEI MONTHLY