



Prevention and Eradication of Sexual Harassment

Bystander Tips - One Pager

What is a bystander?

A bystander is a witness to an event, **someone who sees or hears (or both!)** an event take place. **A good bystander is someone who intervenes in that event in a safe way**, if they see or hear that a person or group of people need help or assistance.

Bystander intervention is a great way to make prevention of harassment everybody's responsibility. Being a good bystander help create a safe and respectful workplace culture that will serve to prevent potential offenses from occurring or from getting worse. From diffusing tension to calling out abusive language, as we will see below, **there is always more than one way to be a good bystander!**

Why be a good bystander?

When we choose to look away, we tacitly support an intimidating and sometimes threatening workplace and we leave our colleagues feeling vulnerable and without support. The more this happens, the less likely that unsafe and disrespectful work conditions will be addressed, and the more poor behavior will be accepted.

We all have a role to play in shaping our workplace, and in making it friendly collegial and safe for everyone!

How to be a good bystander

There is always more than one option available for you to be a good bystander. Here are some ways you can contribute

Sexual Harassment in the Office: Tips!

If you see something, you should say something. Often, intervening is as simple as:

1. Disrupting the situation: distract the people involved and get the person out of harm's way. E.g. "I am grabbing coffee; do you want to come?".
2. Checking in on a co-worker to see if they are okay. Support them and ask them how you can help. Many victims blame themselves. Say: "This isn't your fault, you didn't do anything wrong".
3. Encouraging a co-worker to speak up, or go to OAI or OHR. Go together to report.
4. Calling out a co-worker to let them know that what they said (or did) wasn't appropriate.
 - a. Sometimes this is as easy as saying "That wasn't very nice," or "That joke isn't funny," but you can also ask: "Did you see how that could be inappropriate or make someone uncomfortable or hurt someone's feelings?"

5. Talking openly in the office about inappropriate behavior and how it's essential to ensure people are being respectful and friendly.
6. Telling senior management or OHR about persistent negative or abusive behavior that is affecting colleagues or work environment.
7. Keep a record of situations you see or encounter, as they may be useful in any potential investigation.
8. Organizing a lunch or team meeting and discuss healthy workplace behavior.
9. Being friendly and a role model of good behavior yourself!
10. Empowering other bystanders!

Everyone has the right to work in a healthy, safe and respectful environment and be free from harassment. **We all have a positive role to play in our workplace – and being a great bystander is an essential part of the team!**

Read more here:

Bystander Intervention Training. <https://www.ihollaback.org/resources/bystander-resources/>

The #MeToo Moment: How to be a (Good) Bystander. <https://www.nytimes.com/2017/12/12/us/the-metoo-moment-how-to-be-a-good-bystander.html>

Sexual Harassment Training Doesn't Work. But Some Things Do.

<https://www.nytimes.com/2017/12/11/upshot/sexual-harassment-workplace-prevention-effective.html>