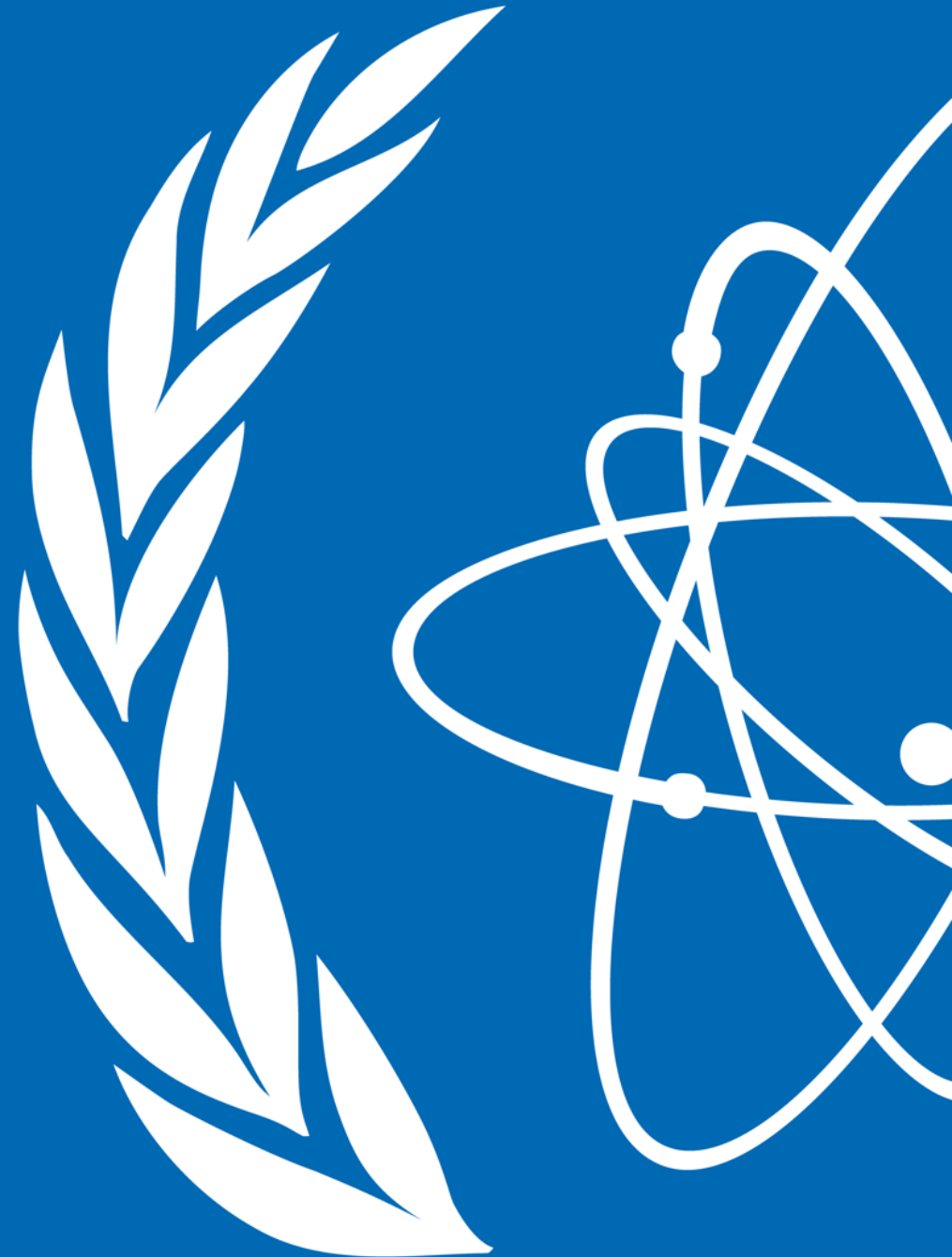


From Bystander to Upstander

It Starts with You

IAEA Ethics Function



Have you ever been in this situation?



Learning Objectives

1. Understanding the “Bystander Effect”
2. Tools to become an Upstander
3. Applying the tools – some scenarios

What is the Bystander Effect?



The New York Times, 27 March 1964: 37 Who Saw Murder Didn't Call the Police; Apathy at Stabbing of Queens Woman Shocks Inspector

Why do we stand by?

Main reasons for the 'bystander effect':

- Diffused responsibility
- Ambiguity (situational)
- Perceived cost + fear of consequences
- Value judgments

**Latané and Darley's Decision-Making Model*

*Catherine Mattice, "Bystander Training: From Bystander to Upstander", LinkedIn Learning

How would you react?

Your new Section Head makes an offensive, race-based joke to an intern during a team meeting.

As a witness to this, would you do something?

- **If so, why?**
- **If not, why?**

Let's look at some scenarios...

1. *During a video conference, you notice that one colleague continues to talk over another, failing to acknowledge their contribution and not letting them answer questions.*

2. *You hear two staff members making sexual jokes about a colleague during an end-of-year work party.*

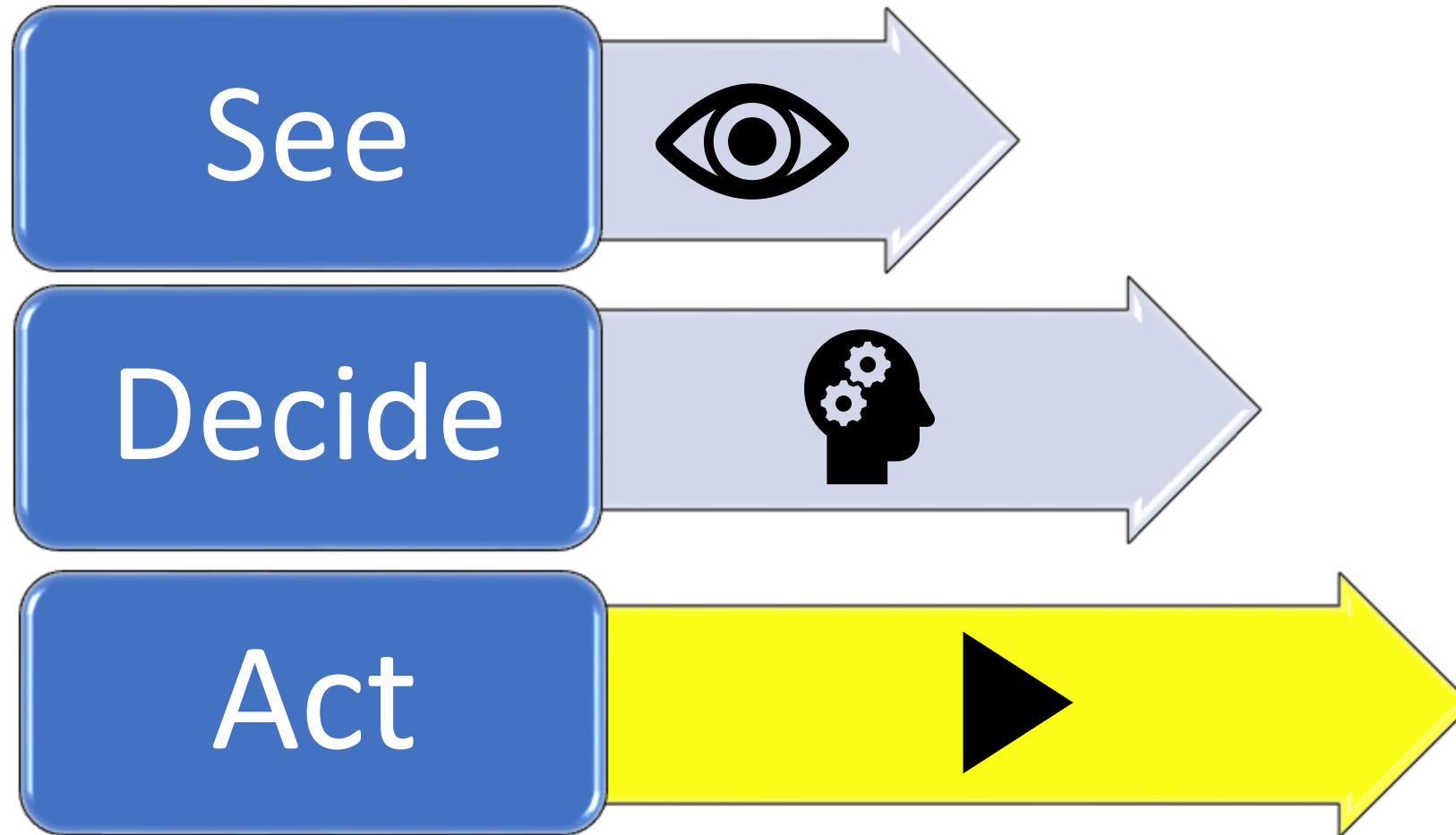
- **What might prevent you from intervening?**
- **What could you do?**

Being an Upstander at the Agency

You **see** inappropriate behaviour and **decide** to **act** to support the impacted person.

In this way, you **challenge unacceptable behaviour** and **reinforce** the Agency's **core values and standards**.

Upstander: Simplified Decision-Making Model



Derived from UNHCR "Stand up & Support" Active Bystander Campaign materials

What does taking action look like?

Examples: Upstanders In Action



*From UN Women Asia and Pacific YouTube Channel at:
<https://www.youtube.com/watch?v=yT9xtrLLPFc>*

Take Action



Direct action



Distract



Delegate

Scenario

At a conference, two older male participants repeatedly talk over the female panellists during the sessions and then make suggestive comments to them during coffee breaks.

- **What could you do as a participant or facilitator?**

Choose Action



I
M
M
E
D
I
A
C
Y

More immediate + less involved

- Redirect actor
- Remove target
- Interrupt
- Change topic
- Use body language

More immediate + more involved

- Tell actor to stop
- Name/acknowledge issue
- Publicly encourage target to report conduct
- Involve others in calling out the behavior

Less immediate + less involved

- Talk to target about experience
- Covertly keep actor away from target
- Advise target to report incident/speak to support offices

Less immediate + more involved

- Report actor formally
- Accompany target when they report
- Coach target in responding to future incidents
- Confront actor after incident

INVOLVEMENT

Scenario

One day another colleague, X., approaches you, saying that they need your advice.

X. shows you a series of text messages they say are from Y.

You see the messages were sent late at night. In one of the messages, Y. has offered to spend the night with X and included the link to a hotel.

- **What could you do? (Direct / Distract / Delegate)**
- **What action could you take afterwards?**

Scenario

You are helping a newly hired consultant, A., set up an exhibit for an event. You notice a colleague, B., walking by, just as A. drops a file.

A moment later you hear a camera sound from a phone. You realise that B. is taking a photo of A. from behind, while A. picks the file up off the floor.

- **What could you do? (Direct / Distract / Delegate)**
- **What action could you take afterwards?**

Scenario

While at a work-related reception, a colleague “squeezes past” your other colleague, putting his hands on her hips. He does so repeatedly even though there is plenty of space to get around her.

- **What could you do? (Direct / Distract / Delegate)**
- **What action could you take afterwards?**

Scenario:

At a group dinner, while on Duty Travel, a colleague makes multiple jokes about how hiring a prostitute is “the best part of traveling”. He/she offers to “show the sights” to everyone after dinner.

- **What could you do? (Direct / Distract / Delegate)**
- **What action could you take afterwards?**

Standards of Conduct for the Int'l Civil Service

*“The attainment of the standards of conduct for the international civil service requires the highest commitment of all parties. International civil servants must be committed to the values, principles and standards set forth here. **They are expected to take a positive and active approach in upholding them.**”*

(Para. 48, emphasis added)

Prevention of Harassment and Sexual Harassment Framework

*“Along with the right of every person to a respectful workplace, there is an individual responsibility **to demonstrate and actively promote the Agency’s core values of integrity, professionalism and respect for diversity.** Staff members are also subject to the Standards of Conduct for the International Civil Service, which provide that the basic values of integrity, impartiality, independence and discretion should govern all aspects of conduct in their work.”*

(Para. 2)

Why We Need Upstanders

- Many people who engage in negative behaviour believe they can get away with it!
- **Upstanders** help create the workplace culture they want & inspire others to speak up.
- To stop toxic behavior, we all need to **set boundaries** and cause people to re-think their behaviour.
- **We are all responsible** for upholding the Agency's **core values & standards**.

**Catherine Mattice, "Bystander Training: From Bystander to Upstander", LinkedIn Learning*

Takeaways

- What did we learn?
 - Be aware of why we stand by & needing to “see” more
 - 3 Point Upstander Decision-Making Model
 - 3 D’s
- Be an Upstander: it starts with you!

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Thank you!
