

## Transition Your Workforce from Passive Bystanders to Active Allies



of individuals have witnessed an incident of harassment or discrimination at work within the last 5 years.\*

Most people want to help stop harassment and discrimination when they see it, but don't know how to step in. The results? They keep quiet, the behaviors continue, and your workplace culture is harmed.

### Teach Your Employees What To Do Instead of What Not To Do



#### Direct Approach

Take a direct approach to talk to the targeted person or even the person engaging in questionable behavior.

##### EXAMPLE

You are standing with a group of coworkers and one of them tells a joke that is offensive. Say, "I think you can come up with a better joke than that."

#### Distract

Create a diversion to interrupt or diffuse the situation.

##### EXAMPLE

Drop a water bottle nearby or ask the targeted person if they want to go get some coffee to interrupt the interaction.

#### Delegate

Involve other individuals in the effort. Share any concerns with them, and enlist their help to intervene.

##### EXAMPLE

Ask a coworker to help disrupt the situation or get help from a manager or HR.

#### Delay

Follow up later if the situation is unsure, uncomfortable, or unsafe.

##### EXAMPLE

Ask to speak to the targeted person in private and see if they were comfortable with the interaction you witnessed.

**You can disrupt this cycle by dramatically changing your sexual harassment training approach to encourage employees to safely speak up and take action.**

There are many ways to intervene—but no action is the 'wrong' action. Different situations call for different approaches, and providing training on multiple strategies transforms your healthy majority into active allies.

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