

BYSTANDER INTERVENTION

CHANGE IT UP!

WHAT IS A BYSTANDER?

Bystanders are individuals who are near enough to observe an uncomfortable or potentially harmful situation, but usually are not directly involved.

WHAT IS BYSTANDER INTERVENTION?

Bystander intervention involves taking conscious action to foster a community that interrupts harm. It focuses on the understanding and implementation of ways to notice, interpret, and interrupt harmful (or potentially harmful) situations that we observe.

BYSTANDER INTERVENTION...

- is a safe and effective way to address and interrupt harm to those in our community
- helps to create an environment free of microaggressions, bullying, and harassment
- promotes a workplace culture of safety, support, and respect

UNDERSTANDING THE BYSTANDER EFFECT

The Bystander Effect is the theory that people are less likely to take action if they see others around who might intervene. Training and education can help us overcome this natural response, allowing us to interrupt harm in various ways. Bystander intervention is a skill that can be applied in many scenarios - but it takes practice!



WHO WE ARE AFFECTS WHAT WE SEE

Our identities and experiences shape how we see and interpret situations, so it's crucial to notice how certain actions affect others. We must widen our lenses to allow awareness of things that don't personally or directly affect us.



WE EACH HAVE A ROLE

We are all members of the OVPR community and each of us is responsible for our own actions. Building effective intervention skills allows us to create supportive and respectful workplace communities.

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THE BLUEPRINT

NOTICE A PROBLEM

First, you must notice something is happening in order to interrupt it

ASSUME RESPONSIBILITY

Then you should remember that your actions are part of the unit/workplace culture

THINK IT THROUGH

Next, you need to pause and think through the safety and effectiveness of each intervention option

CHANGE IT UP!

Now it is time to intervene and interrupt harmful or uncomfortable situations

DO

- Participate in training
- Practice how to intervene
- Always assess for safety
- Intervene at the earliest point possible

DON'T

- Don't put yourself or others at risk
- Don't wait to act - interrupt harm as quickly (and safely) as possible
- Don't remain silent or simply stand by - Your actions matter!

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THE TOOLKIT – THE 5 D’S OF INTERVENTION

Five effective approaches for interrupting harm

DIRECT

CONFRONT THE SITUATION RIGHT AWAY

DISTRACT

CREATE A DIVERSION TO INTERRUPT

DELEGATE

GET HELP FROM SOMEONE ELSE

DELAY

CHECK IN WITH EVERYONE LATER

DOCUMENT

TAKE NOTES SO YOU CAN REMEMBER

SOURCES & ADDITIONAL RESOURCES

U-M Organizational Learning & LinkedIn Learning: [DEI > Bystander, Allies, Accomplices, Co-Conspirators](#)

Michigan Engineering Office of Student Affairs: [CiU!-ABR Resources](#)

ByStander Intervention | The Five Ds: [Video series](#)

LinkedIn Learning: [Bystander Intervention for Today's Workforce](#)

Structural Learning's Bystander Effect: <https://www.structural-learning.com/post/bystander-effect>

AARP, Right To Be (formerly Hollaback!), and Asian Americans Advancing Justice – AAJC: [5D's of Bystander Intervention](#) (Video series)