

## Bystander Intervention Training: Combating the Bystander Effect

- The Bystander Effect describes the tendency of people to feel less responsible for taking action or helping when they are part of a group
- There could be several reasons why people don't get involved when they witness a threatening or uncomfortable situation – they don't want to get involved or think others will intervene, fear reprisals or becoming a target
- Failing to address bystander effect contributes to a toxic culture and gives tacit permission for bullying and harassment
- Bystander intervention training can help to combat the Bystander Effect
- We share 5 ways to take action and protect targets of bullying and harassment
- We help people consider their options when they witness bullying, harassing or abusive behaviour and share tips and techniques for intervening promptly

### *By the end of the session, you will understand:*

- Why people do not always intervene when they witness harassment or inappropriate behaviour
- Options for intervening: the 5 Ds
- How to build your confidence in taking action using realistic case studies created for your workplace

Sessions are delivered by our experienced and knowledgeable facilitators; working with real-life workplace issues, we engage and inspire you through our practical and experiential learning. We make sure you go back to work with insights, skills and tips that you can apply immediately.

