

# WHAT IS BYSTANDER INTERVENTION?

**BYSTANDER INTERVENTION  
INVOLVES INTERVENING  
BEFORE, DURING OR AFTER  
A SITUATION WHERE WE WITNESS  
INAPPROPRIATE BEHAVIOURS.**

Bystander intervention fosters a safe environment by challenging unhelpful norms and beliefs within your workplace and interrupting unsafe situations.

Bystander intervention involves five steps:

1. Notice that something is happening.
2. Recognise the behaviour as a problem that requires intervention.
3. Take personal responsibility to do something.
4. Decide how to intervene. For example:
  - Distract the person acting inappropriately.
  - Call out inappropriate sexual comments and jokes.
  - Directly address the behaviour e.g. tell them that it's not ok.
  - Call out inappropriate sexual behaviour when you encounter it.
  - Check in with the person who is being harassed and ask if they are ok.
  - Delegate someone else to help out e.g. ask a friend, colleague, or your health and safety officer for help.
5. Intervene safely – if there is immediate danger, call 111.
6. For information and support contact Safe To Talk Helpline.  
Ph 0800 044 334 or text 4334

It's called bystander intervention because doing nothing does harm.

There is no hierarchy to respect.