

Bystander Intervention in the Workplace

Course Outline – All Employees

Includes pre- and post-surveys

Module	Learning Objectives	# of Configurable Pages
Building Positive Workplaces with Bystander Intervention	<ul style="list-style-type: none">• Identify awareness, attitude, and action as three steps toward being an active bystander.• Recognize the importance of engaging in bystander intervention during instances of misconduct at work.• Recognize the additional duty that supervisory employees have to report any potential misconduct they become aware of.	4
Developing Awareness for Bystander Intervention	<ul style="list-style-type: none">• Define discrimination as unfair treatment toward a person based on certain characteristics.• Differentiate harassment and discrimination.• Define awareness as tuning into what is happening around you and identifying potentially problematic behavior at work.• Recognize the effects of implicit bias on the work environment.	2
Cultivating Positive Attitudes for Bystander Intervention	<ul style="list-style-type: none">• Define attitude as how you support, encourage, and maintain a professional work environment.• Describe barriers that prevent employees from engaging in bystander intervention.• Recognize that employees who engage in appropriate bystander intervention will be supported by their organization.• Define the bystander effect as the phenomenon by which the more people who witness an incident, the less likely it is that someone will intervene.	2

Sensitivity: Public

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Taking Bystander Action	<ul style="list-style-type: none">• Identify ways to take direct action as a bystander.• Identify distract, delegate, and delay as indirect bystander intervention techniques.	2
Conclusion: Bystander Intervention	<ul style="list-style-type: none">• Identify awareness, attitude, and action as three steps toward being an active bystander.	8