

icddr,b staff and associated personnel can seek support through



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**“Don’t be a Spectator,
Be an Active
Bystander”**

Further reading:

1. Garland R, Cousans F. Bystander Responses to Bullying at Work: The Role of Mode, Type and Relationship to Target. *J Bus Ethics*. 2019;157:813–27.
2. Agbaje OS, Arua CK, Umeifekwem JE, Christian P, Umoke I, Igbokwe CC, et al. Workplace gender-based violence and associated factors among university women in Enugu, South-East Nigeria: an institutional-based cross-sectional study. *BMC Women’s Heal*. 2021;21(124):1–20.
3. Nielsen MB, Rosander M, Blomberg S, Einarsen SV. Killing two birds with one stone: how intervening when witnessing bullying at the workplace may help both target and the acting observer. *Int Arch Occup Environ Health*. 2021;94(2):261–73.
4. Holm K, Jönsson S, Muhonen T. How are witnessed workplace bullying and bystander roles related to perceived care quality, work engagement, and turnover intentions in the healthcare sector? A longitudinal study. *Int J of Nursing Stud*. 2023;138:104429.

Bystander Intervention

SEE

SENSE

STEP IN

“Your Small Step Can Make a Big Difference”





Workplace Abuse can have detrimental effects on physical health, mental wellbeing as well as self-confidence, performance and productivity

A bystander recognizes a potentially harmful situation or interaction and chooses to respond in a way that could positively influence the outcome

Bystander Intervention has a significant impact in addressing different forms of Workplace Abuse such as bullying and sexual harassment



SEE

- Be aware of the events around you
- Notice a problematic event

SENSE

- Interpret it as a problem
- Assume personal responsibility and assess the situation

STEP IN

Direct

Speak up in the moment to deescalate a problematic situation

Distract

Interrupt by changing the topic in order to diffuse the situation

Delegate

Alert others to the situation and seeking their assistance

Delay

After the incident is over, check in with the individual and offer support

