

# Bystander Intervention in the Workplace

Course Outline – All Employees  
*Includes pre- and post-surveys*

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

# Accommodating People with Disabilities

## Course Outline – All Employees

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