



Stand up, step in.

Stand Up, Step In means...

If we see or hear something that is not okay, we have the opportunity to do something to change the situation.

The 5Ds of Bystander Action are a set of steps that you can follow when intervening as a bystander in potentially harmful situations. When choosing which step to use, always observe the situation and assess your safety.

01. Distract.

Create a diversion or distraction to diffuse the situation. This can also provide an opportunity for the person being harassed to remove themselves from the situation.

02. Direct.

Speak up about disrespectful behaviour when it's happening.

03. Delay.

First, check in on the person that has been harmed. You can intervene after the immediate danger has passed.

04. Document.

If someone is already helping, document the incident so that there's proof of it. Try to write down what happened as soon as possible after the event. Our recollection of events often changes as time passes.

05. Delegate.

Seek help from your manager or other individuals who have the power or expertise to intervene.

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