

# The five Ds of bystander intervention when witnessing unwanted sexual harassment



## Direct

Assess your safety first. Speak up about the harassment. Be firm and clear.



## Distract

Interrupt or start a conversation to de-escalate the situation, e.g. ask “Can I help you?” “Do you have an appointment?”



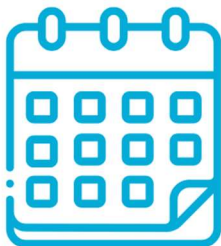
## Delegate

Get help from someone else such as a manager or another colleague.



## Document

It can be helpful for the victim to have detailed notes of the incident in case they want to report it later on.



## Delay

After the incident is over, check in with the person who was harassed. Ask “what do you need?” “how can I help?”

