



## CFDI TOOLBOX TALK: BYSTANDER INTERVENTION

Bystander Intervention occurs when you recognize a potential harmful behavior such as bullying, hazing, or harassment on a job site and you step in to stop the behavior or keep it from escalating to ensure the well-being and safety of others.

We all have a responsibility to help create a respectful and welcoming jobsite. When you step in to stop bullying, hazing, or harassment, you are helping to create a better jobsite for all.

It is more likely that the inappropriate behavior will stop if a co-worker or peer steps in to say that the behavior is not acceptable.

Bystander Intervention helps build a supportive culture and increases accountability at all levels.

### Put yourself in the shoes of the excluded coworker in each of these scenarios.

Put yourself in the shoes of the workers being bullied, harassed, or made to feel uncomfortable in each of these scenarios.

- How would these experiences make you feel?
- What affect do these types of experiences have on a team?
- How would you feel if you felt unwanted or unsafe on your jobsite every day?

The reality is these types of incidences affect safety on a job site.

### Be an Active Bystander.

#### Scenarios:

Scenario	Reader/Facilitator Response
<p>You are standing with your co-workers at lunch, and you hear one of them tell a joke about women with an offensive stereotype. You see the one female on your crew look very uncomfortable.</p>	<ul style="list-style-type: none"> <li>• <b>Bystander response:</b> Tell the crew it's not ok and stop laughing. Let your co-worker know that telling jokes about women is disrespectful and divisive.</li> </ul>

<p>A Carpenter is explaining an issue on the job that may cause a schedule delay to the Foreman. The Carpenter speaks English as a second language. The Foreman begins yelling at the Carpenter saying, "Speak English. I can't understand people like you."</p>	<ul style="list-style-type: none"> <li>• <b>Bystander response:</b> Distract the Foreman by asking a question about the schedule. Later, check in with the Carpenter about the incident and offer support and/or resources, such as accompanying the Carpenters to Human Resources.</li> </ul>
<p>You have heard two members of the crew make fun of the new apprentice on the job and have observed them move the new apprentice's tools to other locations of the site. You notice one of crew members entering the porta-john with a marker, and when you enter the porta-john afterwards, you see a comment about the apprentice's sexual orientation written on the wall. You have noticed that since the apprentice has started at your site, he has appeared more tired and stressed each day.</p>	<ul style="list-style-type: none"> <li>• <b>Bystander response:</b> Speak to your Foreman, Safety Director, and/or Human Resources Director about what you have observed and heard to get their help in addressing the situation.</li> </ul>

**In all cases, if the behavior doesn't change, speak to senior management and/or HR.**

### Speaking Up:

There are reasons why individuals who may want to speak up or know they should speak up but are don't know how to. Some common reasons:

- Not knowing what to say or do
- Taking you out of your comfort zone
- Fear of looking bad among your coworkers
- Fear of making things worse
- Fear of becoming a target for future harassment
- Triggering your own trauma from past situations
- Fear of risking relationships
- Fear of retaliation – putting your job, reputation, or influence at risk
- Power dynamics – confronting a superior or someone well-liked in your company

### Taking Action:

- You are encouraged to become an **ACTIVE** Bystander
- When you **see** a problematic situation, **say** something, or **do** something

Based on the situation, you can utilize the following approaches:

1. **Direct approach.** Take a direct approach and speak with the targeted person or the person engaging in the inappropriate behavior. Ask the person engaging in the behavior an open-ended question, like “Why would you say that?” or identify the behavior by saying “Stop telling racist jokes.”
2. **Distract.** Create a diversion to interrupt or diffuse the situation, such as dropping a water bottle or asking the targeted person to take walk or help you with something.
3. **Delegate.** Get others involved. Share your concerns with others and enlist their help to intervene. Contact your Project Supervisor, Foreman, Superintendent, HR Director or Safety Director.
4. **Delay.** If the situation is unsafe or uncomfortable, hold off intervening but follow up with the targeted person later to offer support and ask how they are feeling about the incident. Speak to the person engaging in the questionable behavior and express your concerns.

#### Key Takeaways:

- Try to include others and be an ally if you see or know someone is being targeted.
- If you see something, say, or do something.
- Contact your Project Supervisor, Foreman, Superintendent, HR Director and/or Safety Director to help.



