



Bystander Intervention

An Overview of Definitions, Impacts, and Strategies



Objectives

Define

Bytander intervention

Explore

Impacts of bystander intervention

Understand

Risk and protective factors of bystander intervention

Identify

Bystander intervention strategies

Review

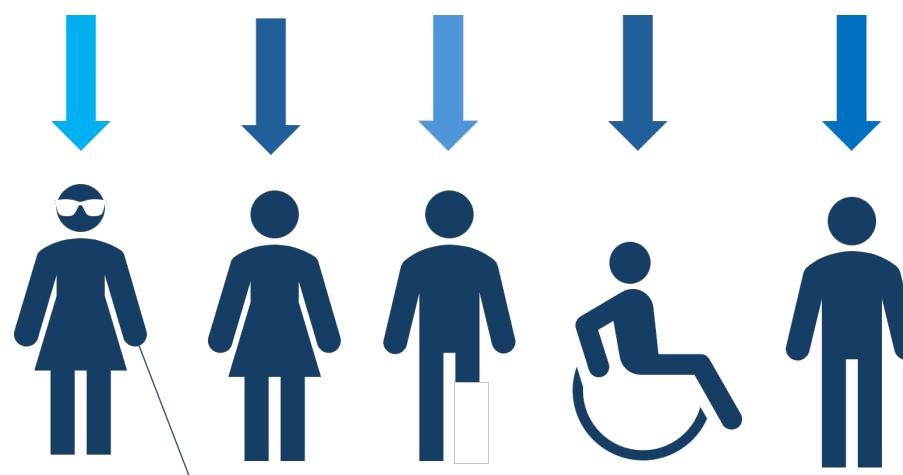
Support methods to encourage bystander intervention



What Is a Bystander?

A bystander is an observer near a problematic or potentially problematic situation who has the choice to act or not act.

Anyone can act as a bystander.





What Is Bystander Intervention?

- Bystander intervention is the act of an individual taking purposeful action to respond to a situation that could potentially cause harm to an individual or group.
- Bystander intervention can help prevent negative outcomes and mitigate negative behaviors such as:

Harassment

Assault

Violence

Retaliation

Discrimination



Other Important Terms

Bystander
Effect

Bystander
Efficacy

Self-Efficacy



Beneficial Impacts of Bystander Intervention



Individual impacts of bystander intervention include impacts on the target, the perpetrator, and the bystander themselves.



For Targets
Mitigates or
prevents potential
harm



For Perpetrators
Curbs harmful or
misguided
behavior

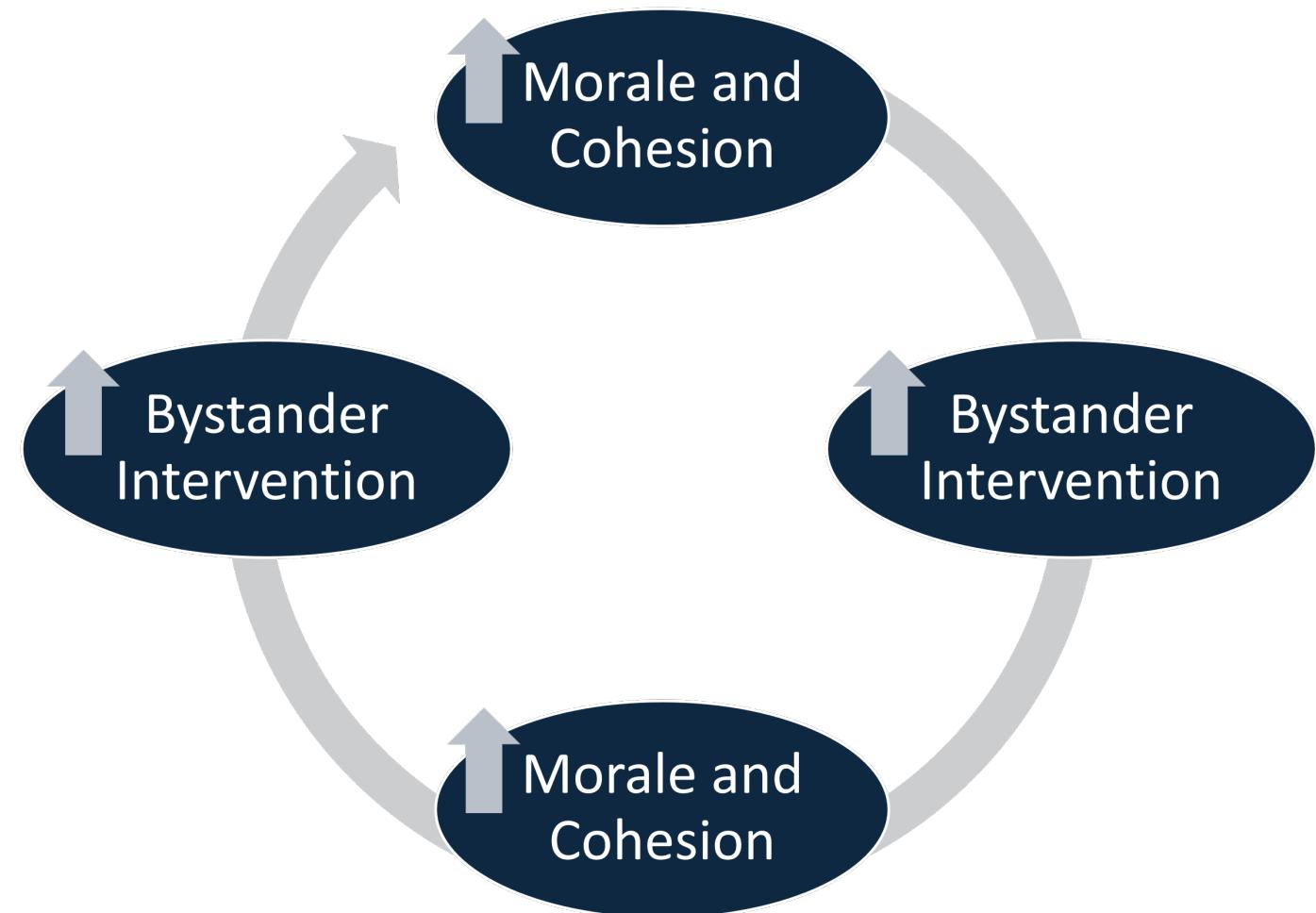


For Bystanders
Increases sense
of self-efficacy
and resilience



Team Impacts of Intervention

A reciprocal relationship exists between bystander intervention and team impacts.



Organizational Impacts of Intervention



Leaders set the tone for individual action, climate, and support.

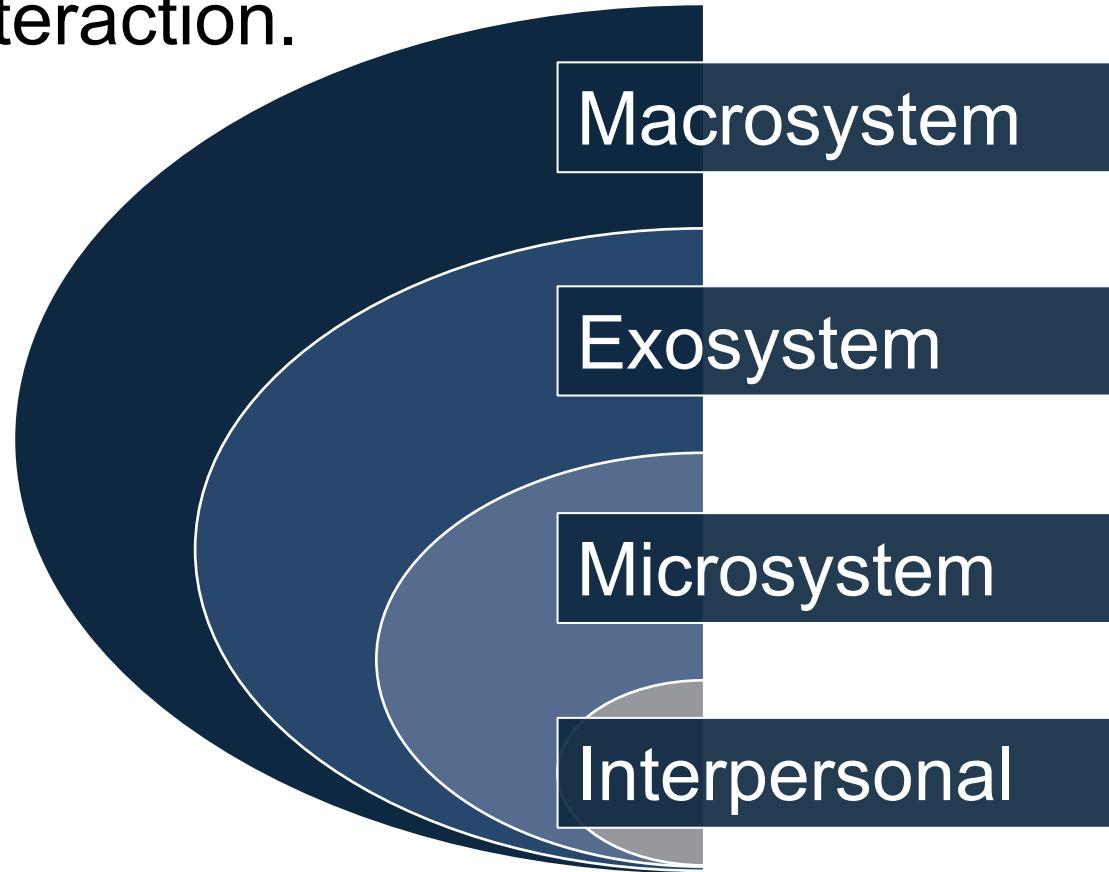




Overview of Risk and Protective Factors for Bystander Intervention

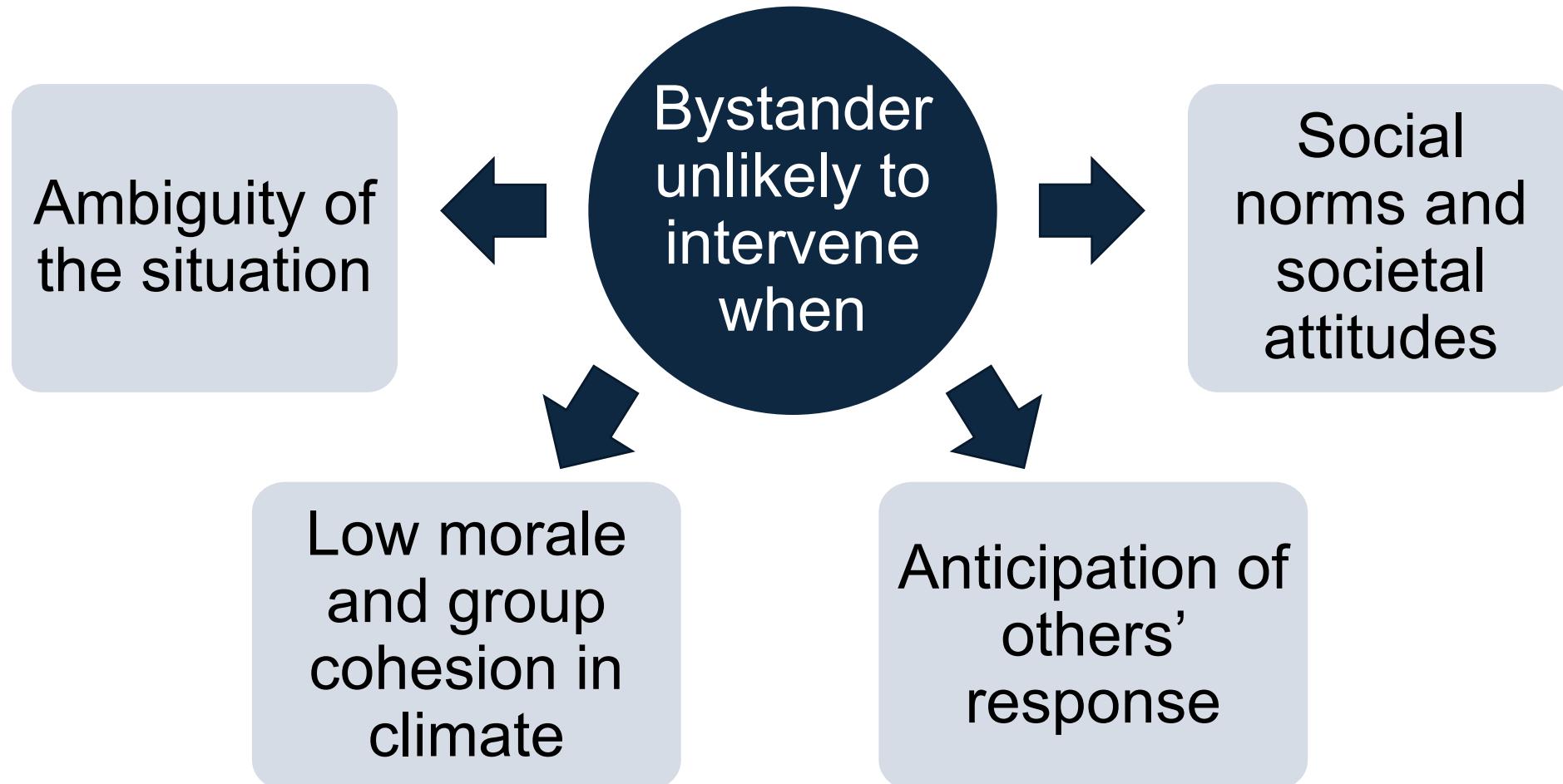


Risk and protective factors exist in different levels of human interaction.

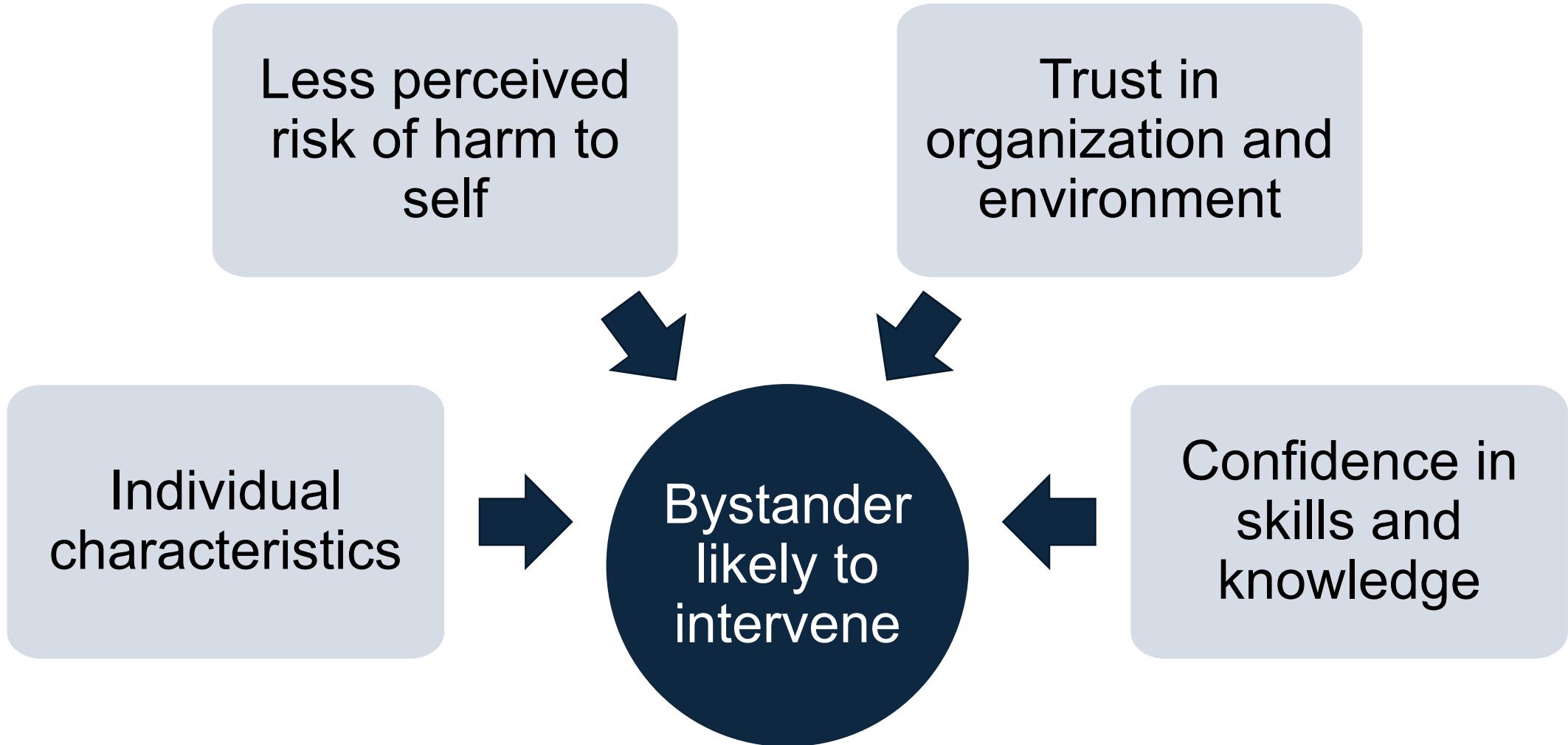


- Organizational practices
- Societal norms and cultural values
- Prevention training and exposure
- Trust in the reporting structure
- Unit morale and cohesion
- Rank within the hierarchy
- Individual characteristics and beliefs
- Personal experience

Risk Factors for Bystander Intervention



Protective Factors for Bystander Intervention





Bystander Intervention Strategies

(1 of 2)



Direct Intervention

Directly engaging with the perpetrator or target

Delegation

Seeking assistance from an authority figure or peer

Distraction

Redirecting attention away from the harmful behavior



Bystander Intervention Strategies (2 of 2)



Diffusion

Acting to calm the individuals involved

Distance

Physically distancing the target or perpetrator from the situation

Delay

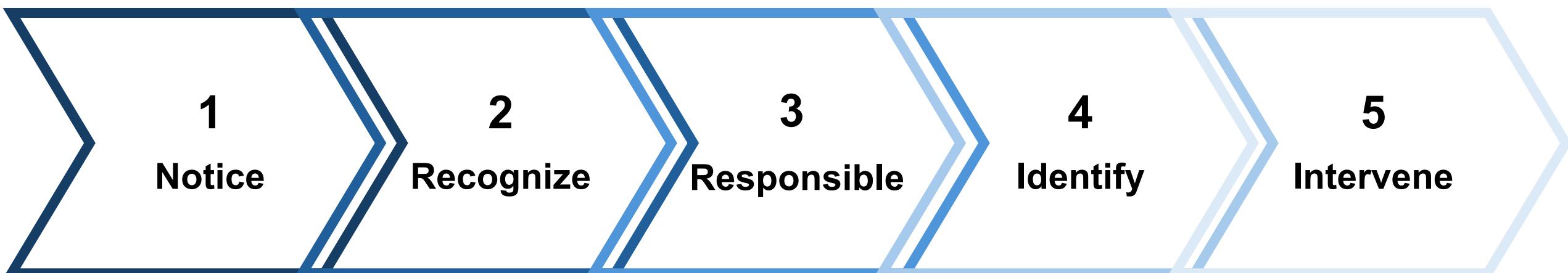
Waiting to respond, following up with the target later



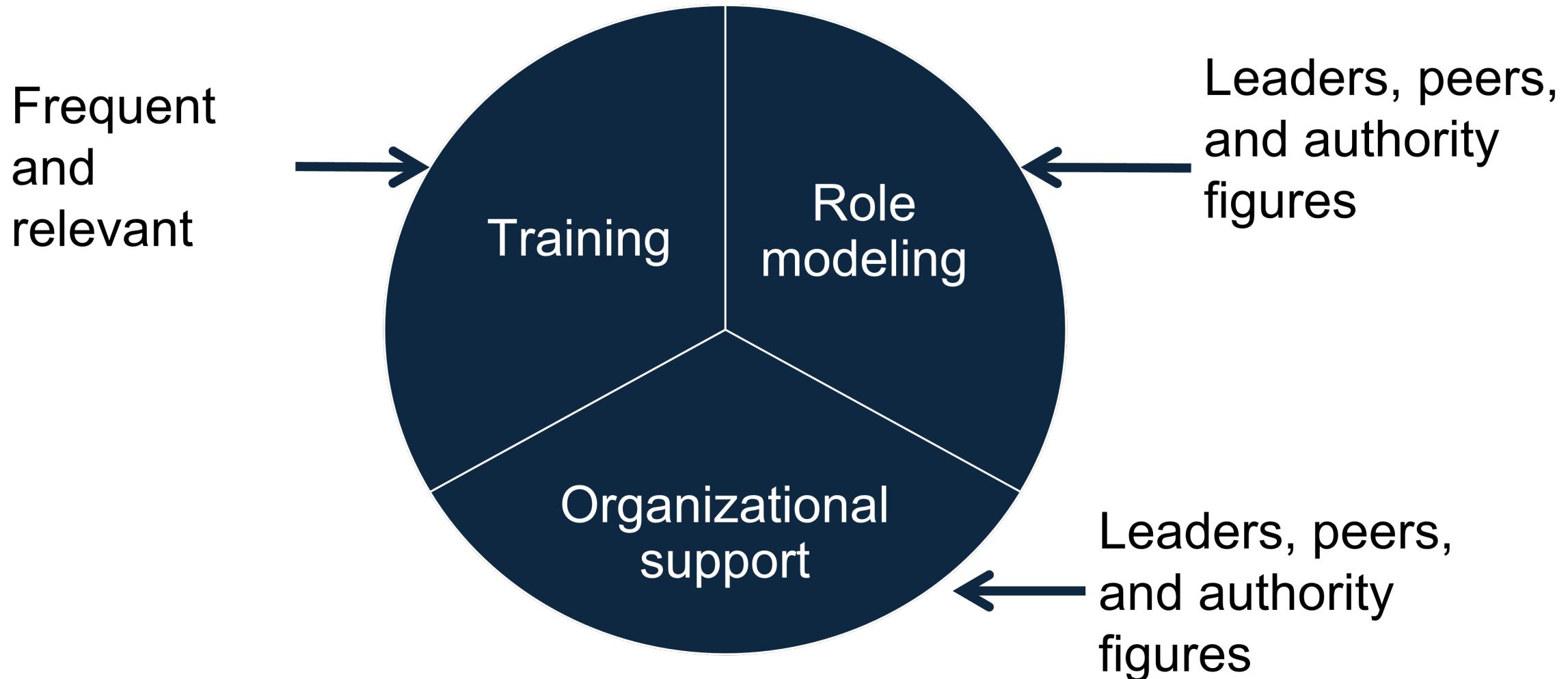
Strategies: Steps to Bystander Intervention



- Bystander intervention can be approached in a step process
- Practice makes progress! Training helps individuals become more confident in following these steps:



Support Methods for Promoting Bystander Intervention





Summary

Defined

Bystander intervention

Explored

Impacts of bystander intervention

Recognized

Risk and protective factors of bystander intervention

Identified

Bystander intervention strategies

Reviewed

Support methods to encourage bystander intervention