



# Bystander Intervention

An Overview of Definitions, Impacts, and Strategies

# Objectives



Define

Bystander intervention

Explore

Impacts of bystander intervention

Understand

Risk and protective factors of bystander intervention

Identify

Bystander intervention strategies

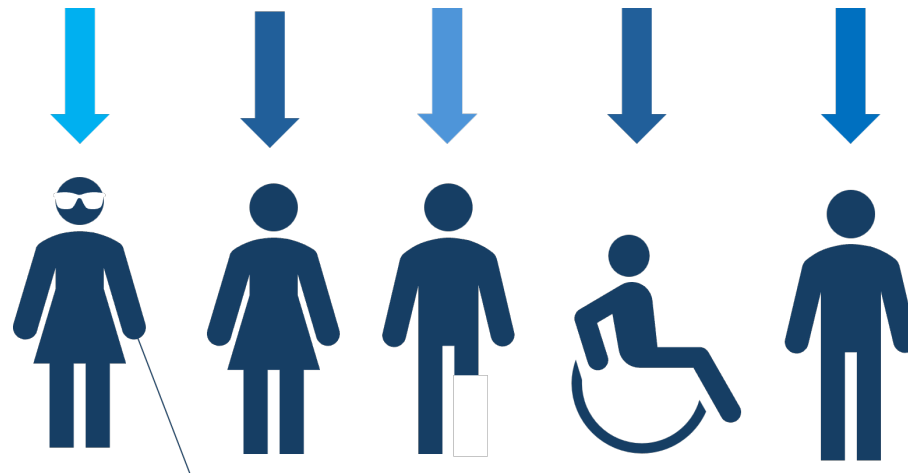
Review

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



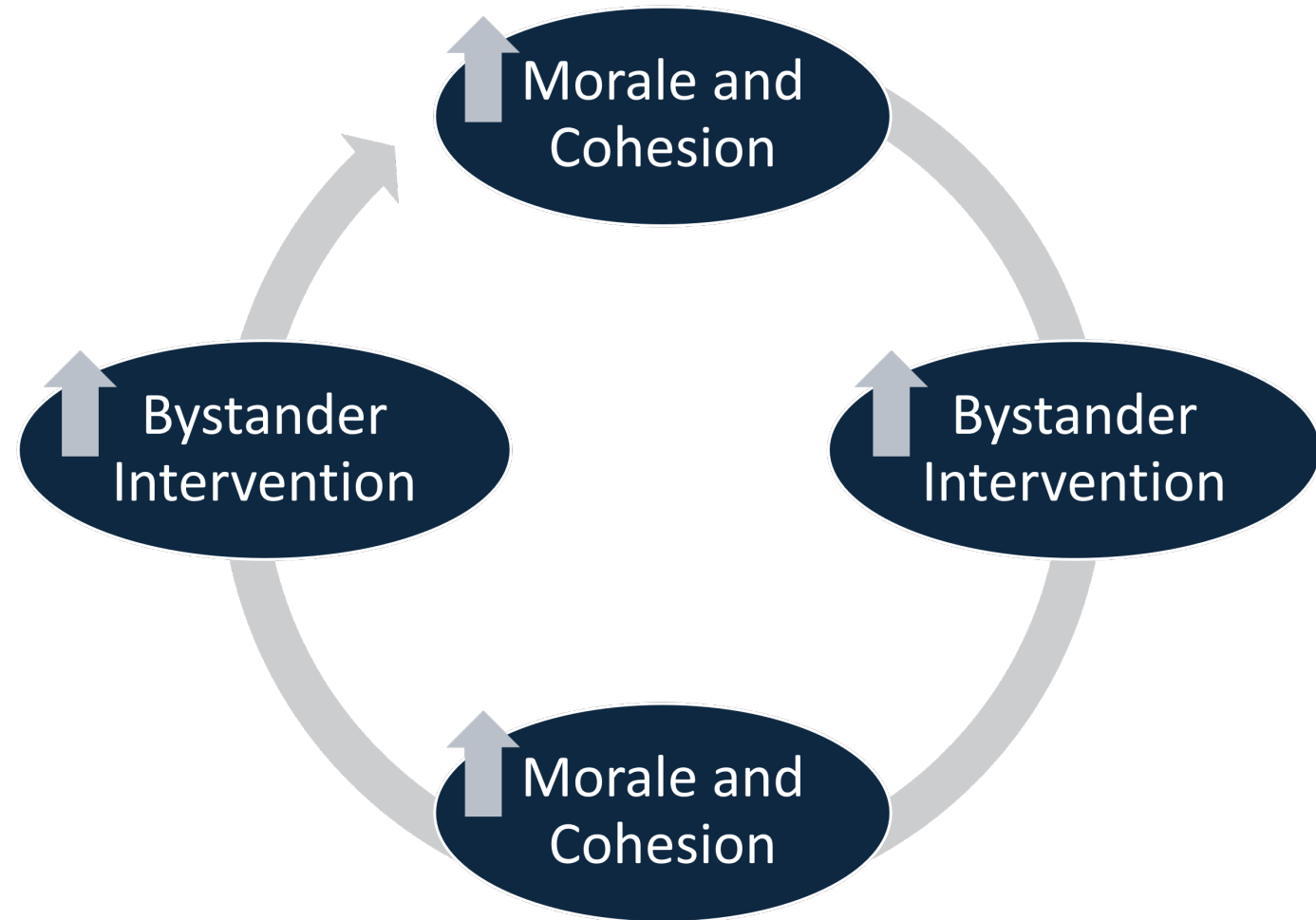
## For Bystanders

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.

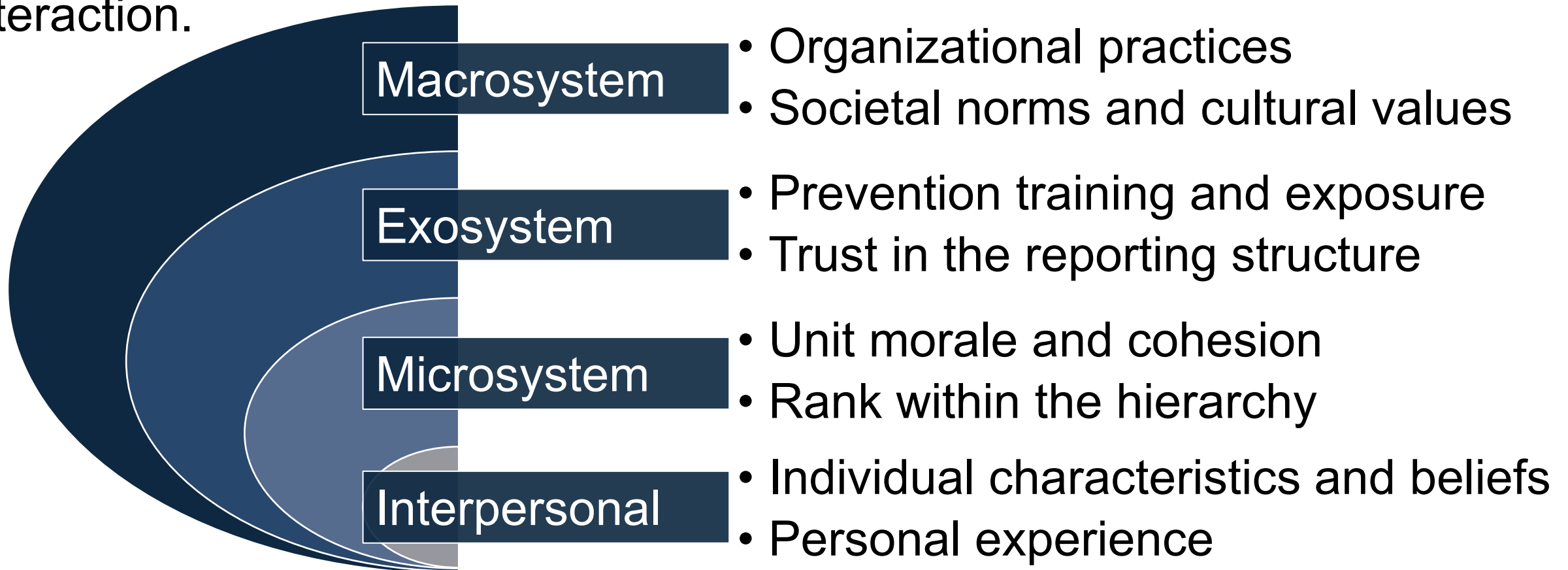




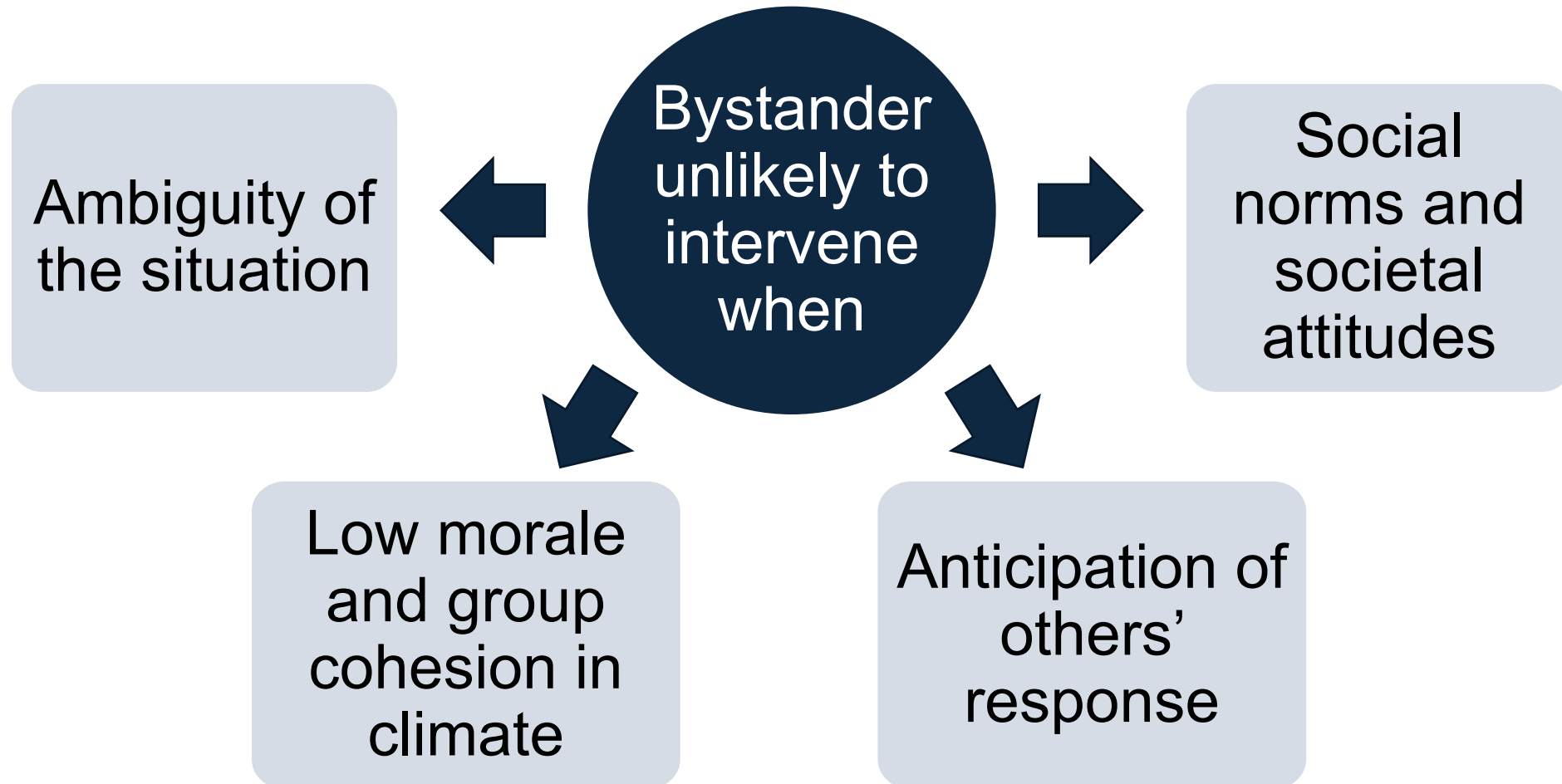
# Overview of Risk and Protective Factors for Bystander Intervention



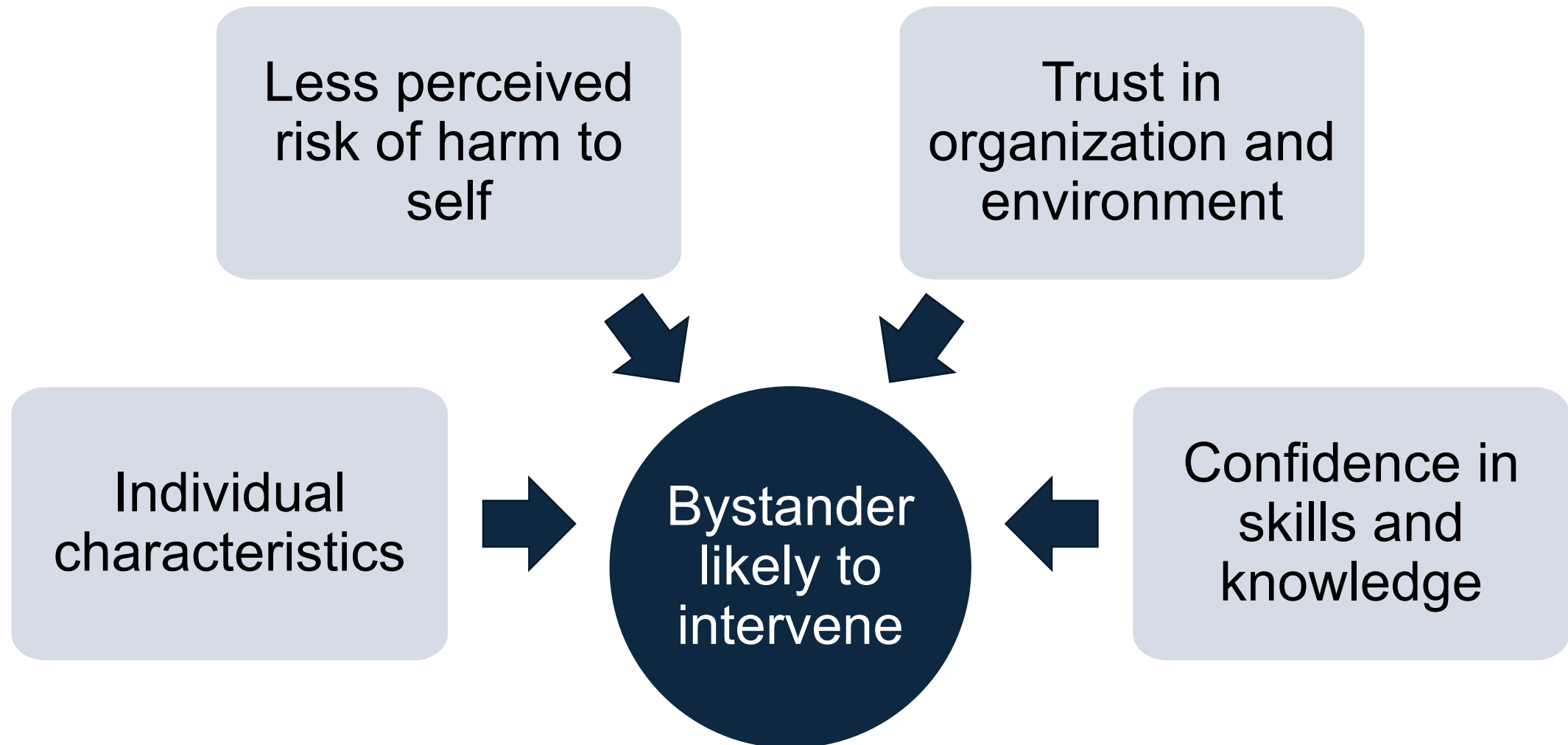
Risk and protective factors exist in different levels of human interaction.



# 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

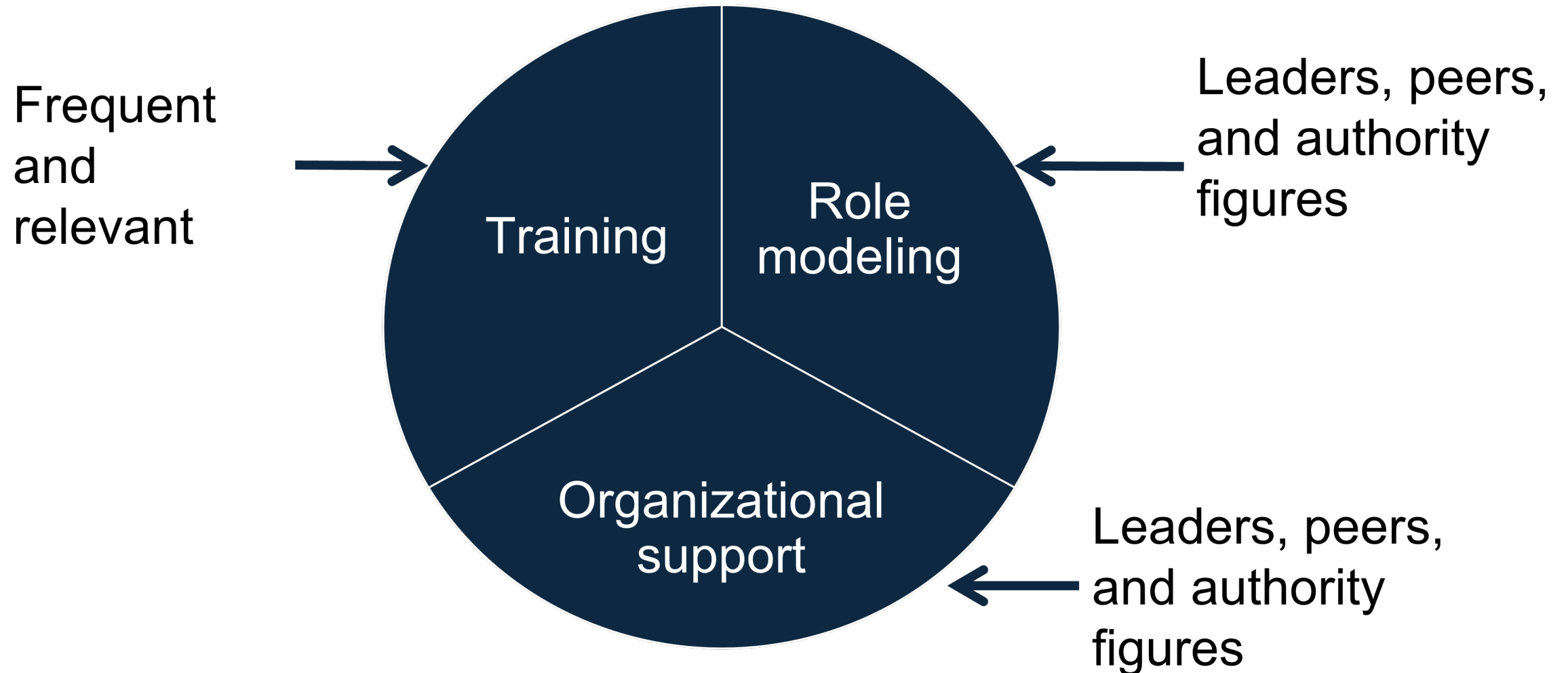
# Strategies: Steps to Bystander Intervention



- 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