



BYSTANDER STRATEGIES

<i>Publicly support the aggrieved actor</i>	<i>Use body language to show disapproval</i>	<i>Talk privately with the inappropriate actor</i>
<i>Interrupt the behavior</i>	<i>Help calm strong feelings</i>	<i>Call for help</i>
<i>Distract</i>	<i>Name/acknowledge the offense</i>	<i>Use humor (with care)</i>

STRATEGIES	WHAT TO SAY
Situation #1: <i>Senior colleague interrupts junior colleague or speaks disrespectfully.</i>	
<ol style="list-style-type: none"> 1. Publicly support the aggrieved person 2. Talk privately with the inappropriate actor 	<ol style="list-style-type: none"> 1. "I want to hear Jackson expand on his idea. Jackson tell us more." 2. "You may not realize it, but you rudely talked over Jackson"
Situation #2: <i>Colleague Drew berates staff member Linda.</i>	
<ol style="list-style-type: none"> 1. Interrupt the behavior 2. Distract 3. Talk privately with the inappropriate actor 	<ol style="list-style-type: none"> 1. "Drew, I can tell you're frustrated, but shouting is never appropriate. Let's go for a walk." 2. "Linda, I'm so glad I found you. Can you come to my office?"
Situation #3: <i>Male colleague hugs/kisses female graduate students (generally overly familiar).</i>	
<ol style="list-style-type: none"> 1. Use body language to show disapproval 2. Talk privately with the inappropriate actor 	<ol style="list-style-type: none"> 1. Frown, clear your throat, greet the graduate student professionally 2. "Your greetings are too physical and make me and others uncomfortable"
Situation #4: <i>During a search committee meeting, a senior colleague comments, "Can we all agree that the two candidates who were still breastfeeding during their candidate visits aren't ready to be serious scholars?"</i>	
<ol style="list-style-type: none"> 1. Interrupt the behavior 2. Publicly support the aggrieved actor 3. Talk privately with the inappropriate actor 	<ol style="list-style-type: none"> 1. "If we are going to address the gender imbalance, we need to stop making assumptions like that." 2. "I'm hoping for a colleague who will help us launch the health disparities initiative; I can see them as good partners. Who's next?"