



Live Virtual Instructor-Led Training: Bystander Intervention Workshop

Overview

Empower your employees to be the first line of defence against harassment/bullying and violence. How we respond to these situations sets the tone for what we will tolerate and deem as acceptable behaviour. We may instinctively want to help the victim(s) but we hold back. How we respond to these situations sets the tone for what we will tolerate and deem as acceptable behaviour. We may instinctively want to help the victim(s) but we hold back. Our 2.5 hour virtual, instructor-led Bystander Intervention Workshop will help employees learn how to safely take a stand and speak up, whether in the workplace or in a public setting, by being an active bystander while never putting themselves in harms way. HR Proactive Inc. trainers provide thoughtful and engaging content in a highly interactive format. Through case study scenarios and discussions, participants are provided with 'hands-on' experiential learning opportunities. Training is presented using an online platform such as Zoom or Skype and is available Canada-wide.

Our live virtual Bystander Intervention Workshop for employees covers:

1. The 'Who'
 - o Definition of a Bystander
 - o Definition of Bystander Intervention
2. Stigma Hesitation
 - o Reasons people don't act
3. The 'Bystander Effect'
 - o Definition of the Bystander Effect
 - o Three factors influencing the Bystander Effect
 - o Confronting Overt Racism
 - o Social Media and the Bystander Effect
4. The Five 'Ds' of Bystander Intervention

5. The #MeToo Movement and Bystander Intervention
6. Cyberbullying and Bystander Intervention
7. Harassment in the Workplace and Bystander Intervention

Bystander intervention in the workplace creates a culture of accountability where any form of harassment, discrimination or bullying will not be tolerated.

Showing support to the victim, during or after when not possible in the moment, goes a long way in reducing the trauma they experience. Let them know that they are not alone.

It is more important than ever to make a difference and be an active bystander. It takes practice and mindfulness but everyone can do something!

- Understand the reasons behind why we don't act and remain a bystander
- How to directly or indirectly intervene when witness to an act of disrespectful or harassing behaviour
- Ways to support individuals who have been victims of harassment
- Explain the positive and negative effects of social media platforms and their influence
- How to address and respond to acts of cyberbullying
- How bystander intervention is effective in addressing workplace harassment

Each of us has the power to actively take a stand against harassment and make our workplace and community a safer place.

sales@hrproactive.com
1-888-552-1155

HR PROACTIVE Inc.
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