

The 4 D's of Bystander Intervention



Direct action

You could try to tell the person to stop or ask the target if they need help. Remain calm and state why something has offended you.



Distract

Come up with an idea to get the target out of the situation with the harasser. Use any excuse to get them away to safety. You could also try to distract the harasser.



Delegate

If, for any reason, you don't want to or you can't intervene, get someone else to step in. Call a supervisor or someone else in authority, if you are able to do so.



Delay

If the situation is too dangerous for you to step in at the time, wait to engage, while paying attention to what is going on. When the situation passes, ask the target if they are okay. You may also consider reporting the incident when it's safe to do so, with the direction of the person affected.

Need someone to talk to?

VictimLinkBC:
1-800-563-0808

Crisis Text Line:
Text **HOME** to **741741**

Crisis Services Canada:
1-833-456-4566

Police Emergency



For more information:

www.go2HR.ca/SaferSpaces



Safer Spaces

CREATING SEXUAL HARASSMENT FREE WORKPLACES
IN BC'S TOURISM AND HOSPITALITY INDUSTRY

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