



COURSE

Bystander Training

3rd Edition

Respect



Create Allyship in the Workplace

A bystander is someone who witnesses something wrong happening to an individual or group and doesn't do anything about it. An upstander intervenes when an individual or group is verbally or physically attacked or bullied by others and takes action. Being an upstander in the workplace creates belonging and allyship and improves relationships. Emtrain's Bystander Training meets Chicago's one-hour bystander intervention training requirements.

VERSIONS

IL All Employees (60 min)

WHAT'S COVERED

- [Allyship](#)
- [Belonging](#)
- [Bias](#)

COURSE EXPERTS

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Course Description

In many situations, someone who could make an impact stands idly by, often unknowingly, participating in the bystander effect. These passive bystanders contribute to the isolation and continued poor behaviors that many fall victim to.

Luckily there is a way to turn passive witnesses into active bystanders capable of standing up to discriminatory, aggressive, or predatory behavior. That solution is bystander intervention training programs. Implementing a skills-based bystander intervention training and harassment prevention training is the best way to create an inclusive workplace culture that invites respect, value, and equality for everyone.

Emtrain's Bystander Intervention Training is the perfect way to deliver this vital program and meet compliance training requirements and Chicago's one-hour bystander instruction standards.

Key Concepts

- Bystander intervention strategies that transform passive observers into upstanders
- Methods of creating respectful interactions in the workplace
- How to appreciate and promote allyship, belonging, and inclusion
- Ways to encourage employees to speak up with confidence
- Emphasizing self-awareness as a crucial workplace skill

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

Lessons

Understanding the Basics

An introduction to the bystander training course. Learn how to categorize and address conduct using helpful frameworks like the Workplace Color Spectrum and the Big Gear/Little Gear tool.

Becoming an Upstander

In most harassment situations, someone outside the situation often knows what's going on. What is the role of the bystander? And how do you go from being a passive bystander to someone who takes action?

Upstander Intervention Options

Different situations require different intervention methods. Review the different options upstanders can take when helping a co-worker out of an uncomfortable or harassing situation.

Allyship and Harassment

Harassment and inappropriate behavior can come from anyone in the workplace — including customers. Learning to watch for a co-worker's discomfort with comments or a particular situation is a key part of learning to be upstanders and creating a harassment-free workplace.

Giving Direct Feedback

This lesson illustrates the power of providing direct feedback when experiencing inappropriate behavior and/or confronting the person causing harm.

De-Escalating Conflict Using Empathy and Positive Language

Direct intervention often requires empathy and positive language. Inviting empathy encourages our co-workers to consider the perspective of others, while positive language helps address problematic behavior without escalating the situation.

Intervening Without Direct Confrontation

When addressing behavior head-on is not possible — due to time constraints, fear of escalation, etc. — upstanders can still use other ways to help a co-worker out of an uncomfortable position. Learn how to use distraction to shift the dynamics of power and disrupt problematic behavior.

An Upstander Shows Up

This lesson illustrates how just showing up can be a powerful upstander intervention technique.

Playing the Supporting Role

Sometimes, people who are confronting problematic behavior may appear to be handling it well. How can upstanders offer support in these situations, recognizing that everyone can benefit from backup?

Our Culture, Our Responsibility

The influence of even just one person can be huge. When one ally becomes an upstander, it empowers others to speak up and become allies and upstanders too.