

Bystander Tool/Tip Sheet*

	Call out (disrupt the moment)	Stand by (support)	Take note and tell (report)
Subtle	<ul style="list-style-type: none"> • Don't laugh at the joke • Change the topic • Excuse yourself/walk away 	<ul style="list-style-type: none"> • If someone looks uncomfortable or like they're in trouble, ask if they're ok • Share a look or reassuring eye contact with the victim • Pay more attention to the victim • Go and stand near the victim 	<ul style="list-style-type: none"> • Tell the story to a friend or colleague and ask what they would have done • Share stories/experiences online (without identifying information)
Assertive	<ul style="list-style-type: none"> • "I don't find that funny" • "I don't know what you mean by that?" • "excuse me, what did you say?" • Frown or shake your head • "that's not cool" • Use humour to diffuse the situation (where appropriate) • "as your friend, I've got to tell you this..." 	<ul style="list-style-type: none"> • "I saw that. Are you ok?" • "I didn't think that was ok" • Strike up a conversation with the victim to get a sense of the situation 	<ul style="list-style-type: none"> • Record details of the incident and perpetrator (e.g. location, clothing, time, date, appearance, unique features) • Look up the complaint process of the venue/location/service (e.g. public transport, festival, school) • Anonymous reporting
Active	<ul style="list-style-type: none"> • "You need to leave" • "You need to stop that right now" • "that is sexist/racist/homophobic/transphobic/degrading" 	<ul style="list-style-type: none"> • "Do you want to leave with me?" • "If you want to take this further, I'll support you" • Pretend to know the victim and remove from the situation – "hey I've been looking for you!" • Offer contacts/services where they can get support (e.g. CASA, 1800 RESPECT) • Support other bystanders – "I totally agree" 	<ul style="list-style-type: none"> • Report to police (000) • Report to HR/venue/service • Recruit the help of others to intervene e.g. security, staff, friends, volunteers, teachers • Report to other bodies (e.g. Fair Work)

*Adapted from Women's Health in the North "Workplace Bystander Tool" and Cohealth's Access All Areas "Bystander Approach Tip Sheet"