

Bystander Intervention on Workplace Harassment

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- Not much!
 - Few studies have investigated bystander intervention
 - Preliminary evidence suggests:
 - Bystander training (Green Dot) reduces sexual violence on college campuses (Coker et al., 2016)
 - Training was 4-6 hours delivered to student leaders

- Bystanders of workplace harassment...
 - May develop negative attitudes towards perpetrators
 - Sometimes join in on the harassment
 - <10% of bystanders confront perpetrators
 - Power increases intervention likelihood
 - 70% of bystanders support victims

Hershcovis et al., 2017; Hershcovis & Bhatnagar 2017; Mitchell et al., 2015; Reich & Hershcovis, 2015

- Intervention may be risky
 - Perpetrators harass to protect status
 - When victims speak up they experience retaliation
 - Bystanders are likely also at risk

Cortina & Magley, 2003; Hershcovis, Vranjes, Cortina, & Berdahl, in progress

- Silence may be safer
 - Perpetrators are often powerful, central players
 - They control access to resources
 - They have close ties to other powerful people
 - Bystanders do not want to risk their position in social networks

Hershcovis, Vranjes, Cortina, & Berdahl, in progress

- May not “rise to the standard” of harassment
 - Gender harassment constitutes the majority of workplace harassment
 - Convey hostile attitudes towards members of one gender
 - How do you intervene when something is ambiguous
 - Reporting will fail to achieve a desirable outcome

- Whether bystander intervention is effective
 - Does it stop harassment? Under what conditions?
- How *specifically* should they intervene?
- How perpetrators and victims perceive intervention?
- The risks to bystanders
 - How can bystanders *safely* (and effectively) intervene?

- Cautionary conclusion:
 - It's too soon to scale up bystander intervention programs
 - We need much more research
 - We need access to investigate how bystanders can safely intervene at work

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How Can Bystanders Intervene?

Intervention Immediacy

		Low	High
Level of Involvement	Low	Offer support to victim	Deflect harasser's attention
	High	Report harasser after incident	Confront harasser