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
What We Don’t Know?

- 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?

<table>
<thead>
<tr>
<th>Level of Involvement</th>
<th>Intervention Immediacy</th>
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<tbody>
<tr>
<td>Low</td>
<td>Low</td>
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<tr>
<td></td>
<td>Offer support to victim</td>
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<td>Deflect harasser’s attention</td>
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<td></td>
<td>High</td>
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<tr>
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<td>Report harasser after incident</td>
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<tr>
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<td>Confront harasser</td>
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