Direct action
Directly intervene, for example, by asking the person to stop. Immediately act or call out negative behaviour, explaining why it is not OK.

Delay
Wait for the situation to pass and check in with individual. Take action at a later stage when you have had time to consider. It’s never too late to act.

Distraction
Indirectly intervene, for example, de-escalating by interrupting or changing the subject or focus. Useful where the direct approach may be harmful to the target or bystander.

Delegation
Inform a more senior member of staff, for example, your Head of Department, Director or Manager. Use someone with the social power or authority to deal with it.

For further information please contact Su Nandy at s.nandy@imperial.ac.uk or visit the website www.imperial.ac.uk/active-bystander