The 4D’s
Strategies for intervention

- **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.

- **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.

- **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.

- **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.