

## ▶ 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.

# Active Bystander Zone

## The 4D's

Strategies for intervention

## ▶ 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.

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