

When to be an Active Bystander

- ▶ Bullying
- ▶ Harassment
- ▶ Micro-inequities / Micro-aggressions
[1] Small events which are hard to prove, often unintentional and frequently unrecognised by the perpetrator and occurs wherever people are perceived to be different (race/gender, etc.). Individuals may be singled out or overlooked
- ▶ Interrupting a person mid-sentence constantly
- ▶ Taking more questions from men than women
- ▶ Rolling eyes at meetings
- ▶ Sighing loudly
- ▶ Consistently ignoring emails for no good reason
- ▶ Inappropriate or offensive behaviour
- ▶ Raising voices in anger and frustration, or losing temper
- ▶ Rude, mean, inconsiderate, or unprofessional/unacceptable behaviour
- ▶ Swearing in a professional environment
- ▶ Disrespectful or derogatory comments about others, or spreading rumours
- ▶ Violation of ethical standards
- ▶ Threats or potential violence
- ▶ Practices and procedures that may be deemed unfair or have detrimental impact
- ▶ Sending aggressive emails or emails sent unnecessarily to large groups with the aim of embarrassing or belittling the target

[1] Rowe, Mary, 'Barriers to Equality: the Power of Subtle Discrimination' The Employee Responsibilities and Rights Journal, June 1990, Vol. 3, No. 2, pp. 153-163