

POTENTIAL ROUTES TO INTERVENTION IN SEXUAL HARASSMENT*

Considerations when taking action:

- Assess safety of yourself and others
- Keep notes
- Consult available resources

DOES THE SITUATION REQUIRE ACTION?

NO

YES

IS IT MY RESPONSIBILITY TO ACT?

NO

INTERVENTION UNLIKELY

NO

SHOULD I TAKE ACTION NOW?

YES

SHOULD I TAKE ACTION LATER?

NO

YES

YES

In-the-moment high-involvement

- Tell individual to stop
- Publicly encourage target to report conduct
- Try to get others to denounce conduct

In-the-moment low-involvement

- Redirect individual away from unfolding conduct
- Remove target from situation
- Interrupt incident

After-reflection high-involvement

- Confront individual after the incident
- Report individual to management
- Accompany target when target reports incident

After-reflection low-involvement

- Privately advise target to avoid individual or to report incident
- Covertly try to keep individual from target

*Adopted from L. Bowes-Sperry & A.M. O'Leary-Kelly. "To act or not to act: The dilemma faced by sexual harassment observers." *Academy of Management Review* (2005).