DOES THE SITUATION REQUIRE ACTION?

IS IT MY RESPONSIBILITY TO ACT?

SHOULD I TAKE ACTION NOW?

SHOULD I TAKE ACTION LATER?

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

Considerations when taking action:
- Assess safety of yourself and others
- Keep notes
- Consult available resources