POTENTIAL ROUTES TO INTERVENTION INVOLVING BIAS*

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

Does the situation require action?
- Yes
- No

Is it my responsibility to act?
- Yes
- No

Should I take action now?
- Yes
- No

In-the-moment high-involvement
- Tell individual to stop or change behavior
- Publicly encourage target to report conduct
- Try to get others to denounce conduct

In-the-moment low-involvement
- Interrupt incident
- Remove target from situation
- Redirect individuals away from unfolding conduct

After-reflection high-involvement
- Confront individual after the incident
- Report incident to supervisors
- Accompany target when target reports incident

After-reflection low-involvement
- Privately advise target to report incident or to take action
- Covertly try to change situation without direct interaction

Intervention unlikely
- Yes
- No