

# 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?

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 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

\*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).