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# Bystander Intervention and LGBTQI2S Rights

Bystander Intervention involves recognizing a potentially harmful situation or interaction and choosing to respond in a way that supports LGBTQI2S persons. Discrimination based on sexual orientation, gender identity or gender expression can create or heighten existing inequalities at work.

Effective intervention supports persons who are experiencing violence and sets an example of how to deal with violence at work.

Always inform your union representative of any workplace discrimination!

**Use the “5 D’s”** of de-escalation: direct, distract, delegate, delay, and document.

- 1. Direct.** Pay attention to what is going on around you. Step in and address the conflict to demonstrate that you are a witness to what is taking place and that the perpetrator is wrong.
- 2. Distract.** If you think direct intervention could cause a situation to escalate, distraction might be a better approach. For example, engage the victim in a conversation and take the attention away from the perpetrator.
- 3. Delegate.** Ask for help if you think you need help with an intervention. Try pointing out a conflict to those around you. If you are able to, tell someone in a decision-making position and ensure they see the conflict as a priority.
- 4. Delay.** When you or others are not able to intervene in the moment for safety reasons, you can offer support after the situation has ended.
- 5. Document.** If someone else is already helping the person in crisis, stay and ensure you are a witness to what is taking place, and document the situation on your phone. Never post or share the video without the consent of the person being harmed.

