The 5 D’s of Bystander Intervention

Suppose you see someone being harassed. What should you do?
1. **Consider the timing:** Is it safe to take action? Or should I wait?
2. **Think of the need:** How can I best support the person being harmed?
3. **Take action:** I have decided; I will follow through.

**Choose from the following actions:**

### Delegate
Get help from a nearby colleague. Give tasks to other witnesses. Find a person in authority to intervene.

**Examples:**
1. Ask a resident/preceptor to help you intervene or co-witness the situation
2. Get the attention of a preceptor and tell them what is happening

### Distract
Interrupt the situation before things escalate. Go to the colleague being harmed and speak directly to them; help them escape.

**Examples:**
1. Get physically between those involved
2. Shift attention to something else
3. Remove someone from the situation

### Delay
Wait to take action until a better time. Follow-up with the colleague who was harmed, once things have deescalated.

**Examples:**
1. Acknowledge that the harm happened
2. Assure your colleague you are there to support them
3. Ask them what they would like to do about it

### Document
Capture important details (which residents/preceptors were there, what happened, when, where, etc.) so you can retrieve them at a later time.

**Examples:**
1. Jot down details on paper or in a digital note
2. Create a voice memo describing the events

### Directly Intervene
Involve yourself in the situation, call attention to the problem, actions, or behaviour, and provide support to the colleague being harmed.

**Examples:**
1. Name and identify the harm
2. Be assertive and indicate what behavior(s) will not be tolerated
3. Focus on helping the person being harmed

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