

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

I need your help with a situation.



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

I really like those shoes! Can you help me find the _____ Department?



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

Yikes, that was bad. Are you okay?



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

I saw it happen, and I took notes. What would you like to do?



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

Hey, stop it! You cannot talk to people that way.



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