

# Bystander Training

In this training we'll define what an upstander is, identify common situations and the steps to take when you notice something's wrong. We'll also share two helpful tools that will help you along the way: The Workplace Color Spectrum and Big Gear/Little Gear.

## This course will:

- Show what it means to be an upstander, and why being one is important.
- Illustrate the various actions upstanders can take to stop or prevent a bad situation.
- Review common workplace situations where upstanders are vital.
- Empower you to create a more respectful and safe workplace.

Interactive polling questions in the course give employers real insight into how learners feel about the concepts and culture skills presented. And Emtrain's innovative Ask the Expert feature gives learners direct access to course experts.



## Course Version

- 60 minutes

## Languages

- English and translatable

## Required Course Elements

- Your organization's logo

[See more course details or request a free demo >>](#)



Lesson	Description
Lesson #1	<p>Introduction</p> <p>An introduction to the bystander training course.</p> <p>6 min</p>
Lesson #2	<p>Bystanders to Upstanders</p> <p>In most harassment situations, someone outside the situation often knows what's going on. What is the role of the bystander. And how do you go from being a passive bystander to someone who takes action?</p> <p>5 min</p>
Lesson #3	<p>Creating More Respectful Interactions</p> <p>This lesson in our Workplace Color Spectrum Series shows people how to use the Workplace Color Spectrum to de-escalate yellow conduct.</p> <p>3 min</p>
Lesson #4	<p>Who Does More Tasks?</p> <p>Unconscious bias can influence who on the team is assigned the mundane "support tasks. And that can influence who is valued, perceived as contributors or unfairly burdened. How it happens and practical suggestions to avoid problems.</p> <p>3 min</p>
Lesson #5	<p>Establishing Healthy Norms of Behavior</p> <p>Everyone wants a healthy workplace - but what does that mean? We're all human, so a healthy workplace isn't perfect and doesn't mean nobody will ever misstep. But being able to give and receive feedback is a key skill that can help us build a work culture that works for everyone.</p> <p>2 min</p>



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Lesson #6	<p><b>Bias and Belonging</b> A microlesson about addressing unconscious bias by building belonging in a healthcare setting. 3 min</p>
Lesson #7	<p><b>My Name Is Jennifer</b> Issues related to transgender co-workers have hit the news and are new to some people. But the basics of respect are the same and help create a healthy workplace for everyone. 5 min</p>
Lesson #8	<p><b>Encouraging Employees To Speak Up</b> A lesson that models how employees should encourage co-workers to speak up when they have a concern or they experience a problematic situation. 4 min</p>
Lesson #9	<p><b>Motherhood and Authenticity</b> A co-worker (a new mom) may have a need that is not met by the workplace (lactation rooms), which makes it hard for them to be their authentic selves at work. We can increase awareness of others' needs by listening and tapping internal and external resources, to create a more inclusive workplace. 3 min</p>
Lesson #10	<p><b>Valuing Differences and Being an Ally</b> A microlesson about valuing differences, bias, and allyship in a healthcare setting. 2 min</p>



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Lesson #11	<p><b>Blindspots and Inappropriate Behavior</b> This lesson in our Workplace Color Spectrum Series shows people how to use the Workplace Color Spectrum to get orange conduct back on track. 3 min</p>
Lesson #12	<p><b>Social Intelligence as a Work Skill</b> Everyone is human and most people eventually say or do something that's unintentionally offensive or inappropriate at work. The key is to develop your own self-awareness so that you realize when your comments are having an unintended impact. And everyone needs to give a friend a little constructive feedback. 3 min</p>
Lesson #13	<p><b>Helping a Co-Worker on a Bad Day</b> People who are experiencing negative emotions like sadness, anxiety, or fear will benefit from the support of others, especially when placed in demanding work situations. Listening with empathy contributes to healthy workplaces by showing people you care and support them. 4 min</p>
Lesson #14	<p><b>Speaking Out - and Up - at Work</b> Everyone is entitled to their own opinions - but can employees state their opinions at work? What happens when a "personal opinion" relates to a protected characteristic? Are you just stating an opinion or throwing a grenade? 5 min</p>



Lesson	Description
Lesson #15	<p>Who Gets Heard in Meetings?</p> <p>Unconscious bias can influence who gets heard in meetings - and who is perceived as a leader and contributor. How it happens and practical suggestions to avoid problems.</p> <p>4 min</p>
Lesson #16	<p>Social Media Harassment</p> <p>If a co-worker's conduct after-hours feels inappropriate, that's not just a personal problem. It's a work problem, too. This includes online activities, too, like texting and commenting on social media. Here's what to do if a co-worker crosses a line.</p> <p>3 min</p>
Lesson #17	<p>In Summary</p> <p>This lesson concludes the bystander training course.</p> <p>1 min</p>
Lesson #18	<p>Provide Your Feedback</p> <p>A post-program survey on the learning experience.</p> <p>1 min</p>