

Upstander Intervention

New in 2024!

This course reviews the different intervention methods upstanders can take to disrupt or stop problematic behavior when they see it happen. These intervention techniques include: Delegate, Direct, Distract, Delay, and Document.

This course teaches:

- Understand different techniques to disrupt bias or harassment and how to use them.
- Recognize common conflicts and how to address them.
- Expand your role in everyday conversations and situations to act as an upstander and ally the next time you see problematic or harmful behavior.



Course Version

- 25 minutes

Languages

- English and translatable

Languages

- Your Organization's Logo

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.



Lesson	Description
Becoming Upstanders	An introduction to the Upstander Intervention training course.
Intervention Method: Delegate	This lesson reviews the upstander intervention technique, "Delegate". Entrusting others means asking someone you can count on for help with intervening in harm.
Intervention Method: Direct	This lesson reviews the upstander intervention technique, "Direct". Sometimes, we may want to respond directly to harassment by calling out the inappropriate behavior and/or confronting the person causing harm.
Intervention Method: Distract	This lesson reviews the upstander intervention technique, "Distract". The aim is to reduce the tension or danger in a situation by shifting the attention to something else.
Intervention Method: Delay	This lesson reviews the upstander intervention technique, "Delay". We can help reduce trauma or distress by speaking to the victim after an instance of harmful behavior is directed at them.
Intervention Method: Document	This lesson reviews the upstander intervention technique, "Document". Documentation involves using any form of media to create a record of an event or an issue — it could be video or audio or written notes.
Using Multiple Intervention Methods	This lesson reviews how to use multiple upstander intervention techniques simultaneously to more effectively stop problematic behavior and reduce harm.
Provide Your Feedback	A post-program survey on the learning experience